

What's involved?

We use our proven coaching approach - **assessment, coaching, evaluation** - that can be customized. It is simple but highly effective.

Our coaches follow a coaching model which has a high level of specificity - breaking down your problem or challenge and starting from the basics to help you think differently.



Phase 1: Assessment and Planning

- Introductory meeting with you and your Impact Coach
- Administer personality assessment and coach-led interviews to determine your strengths, work preferences, and opportunities for development
- Debrief results from personality assessments/interviews and share report
- Establish a comprehensive development plan including coaching objectives, action items, and timelines
- 3-way meeting with you, your leader, and your Impact Coach to align on objectives (if appropriate)

Phase 2: Coaching

- Conduct regular confidential one-on-one coaching sessions with each employee to:
 - Review learning and accomplishments since the last session to measure progress against the development plan
 - Explore challenges or decisions you are facing and discuss strategies and tactics to help achieve goals
 - Build accountability by defining specific action steps
 - Give positive reinforcement and regular two-way feedback
 - 3-way meetings and updates with your leader (if appropriate)

Phase 3: Evaluation

- Conduct reviews of your expectations and determine if they have been met
- At the end of the engagement, request that you provide feedback on your overall experience with Impact