

Foundation ▶	Collect & Assess Data ▶	Planning & Implementation ▶
<ul style="list-style-type: none"> • Conduct stakeholder interviews to define expectations and gain organizational insight • Identify and prioritize measurable business objectives • Clarify roles and expectations • Build trust between coach and coachee 	<ul style="list-style-type: none"> • Determine desired outcomes • Interpret assessment data • Incorporate additional data • Establish coaching metrics <p><i>Initial Reaction Evaluation</i></p>	<ul style="list-style-type: none"> • Build self-awareness • Identify key behaviors linked to achievement of business objectives • Develop action plan based on current real-world business issues • Review action plan with key stakeholder(s) to gain continuous input
Implement & Monitor ▶	Sustainability ▶	Measurement (Optional) ▶
<ul style="list-style-type: none"> • Execute action plan • Use cognitive behavioral learning model to transfer new learnings into actions • Shadow to provide real-time feedback • Evaluate progress and make necessary modifications 	<ul style="list-style-type: none"> • Summarize objectives and outcomes • Create strategy and action plan to support sustainable change • Review summary and strategy with key stakeholder(s) • Determine next steps <p><i>Learning Gained Evaluation</i></p>	<ul style="list-style-type: none"> • 360 post-assessment data & debrief • Benchmark with original metrics • Review action plan and make necessary modifications • Determine next steps for continued development <p><i>Impact & ROI Evaluation</i></p>

