

Collect Feedback ▶	Build Trust & Goals ▶	Increase Awareness & Focus ▶
<ul style="list-style-type: none">• Introduce 360 assessment tool and coaching process• Stakeholder and coachee align on raters• 360 assessment is administered	<ul style="list-style-type: none">• Clarify roles and expectations of the coaching program• Build trust between coach and coachee• Coach learns about the coachee and their current situation	<ul style="list-style-type: none">• Debrief 360 assessment results with coachee• Create specific action plan based on current business needs• Coach and coachee to meet with key stakeholder to review action plan, gain input, and provide coaching
Sustainability ▶		
<ul style="list-style-type: none">• Provide coaching suggestions to support action plan• Use cognitive behavioral learning model to transfer new learnings into action• Coachee creates strategy to support sustainable change		

