

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

