

Foundation ▶	Collect & Assess Data ▶	Planning & Implementation ▶
<ul style="list-style-type: none"> <li>• Conduct stakeholder interview to define expectations and gain 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 for targeted competency</li> <li>• Interpret self-assessment data</li> <li>• Incorporate additional data specific to targeted competency</li> </ul> <p><b><i>Initial Reaction Evaluation</i></b></p>	<ul style="list-style-type: none"> <li>• Build self-awareness</li> <li>• Develop action plan based on current business needs</li> <li>• Review action plan with key stakeholder(s) to gain continuous input</li> </ul>
Implement & Monitor ▶	Sustainability ▶	
<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>	

