

	Executive	Leader Integration	Talent Fit	Targeted	Essentials
Overview	Comprehensive coaching for leaders committed to developing in multiple leadership skill areas	Coaching to support leader's integration into a new role and/or the organization quickly	Coaching for leaders or individual contributors having difficulty meeting expectations	Coaching for leaders or individual contributors committed to improve in one defined area	Focused awareness building process for anyone looking to create an action plan for professional development
Target Audience	<ul style="list-style-type: none"> <li>Leaders at all levels of the organization with the desire to develop their leadership skills</li> <li>High potential leaders</li> <li>Hard-to-replace individuals that need to evolve with the organization</li> <li>Individuals whose careers have hit a plateau</li> </ul>	<ul style="list-style-type: none"> <li>Leaders at all levels who have been recently hired or promoted</li> <li>New to an internal role</li> <li>New to the organization</li> <li>Individual assuming his/her first leadership role</li> </ul>	<ul style="list-style-type: none"> <li>Underperforming leaders</li> <li>Leaders with behavioral issues impeding their ability to be successful</li> <li>Perceived mismatch between the role and the coachee's abilities</li> </ul>	<ul style="list-style-type: none"> <li>Leaders from any level of the organization looking to improve in a specific area from thinking to interpersonal skills</li> <li>Leaders preparing for a promotion</li> <li>Leaders preparing for organizational change</li> </ul>	<ul style="list-style-type: none"> <li>Those looking to understand how they are perceived and be more effective in their role</li> <li>Individuals at any level looking to create a meaningful development plan</li> <li>Motivated leaders looking to prepare themselves for future roles in the organization</li> </ul>
Duration	9-12 months	6-9 months	4-9 months	3-6 months	2 – 3 months
Focus	3 behaviors	3 behaviors	Situational	1 behavior	Action planning
Stakeholder interviews	3	Up to 6	3	1	none
Assessment	360 + Self	Self	Situational	Self	360 + Self