

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

