



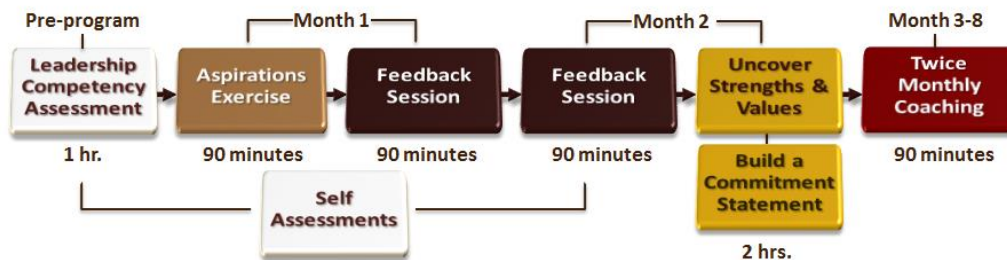
## ONE-TO-ONE LEADERSHIP COACHING

One-to-one coaching is an interactive, thought-provoking, and creative process between a coach and a client. The focus of *One-to-One Leadership Coaching* is on self-awareness, leadership purpose, and what is important to the client and the organization. The client develops and leverages their unique strengths to achieve short and long-term goals.

The coaching begins with a robust leadership assessment followed by individualized interpretation of the assessments via feedback sessions. There are several options that can be combined to complete the assessment package. The client and coach then embark on building a powerful commitment statement that taps into who the client is, what is important to the client, and how the client can use the feedback in setting goals and expectations. The remainder of the coaching sessions involves the coach and client working in real time to achieve and sustain commitments.

Generally, the initial one-to-one coaching engagements are 8 months long with the option of 6-month extensions. Depending on the number and type of assessment tools selected, 2-3 coaching sessions will focus on individualized assessment and feedback. Commitment building is completed in an extended coaching session, and the remainder of the sessions are 90 minutes, twice a month.

*Timeline*



*Supporting Materials*

SUPPORTING MATERIALS	DESCRIPTION
	<b>Workbooks</b> Includes: Cognitive Tools, Reflective Exercises, Action Learning Worksheets, Infographics, and step-by-step instructions for applying best practices, making connections, relationship building, and generating networks
	<b>Competency Dictionary</b> Masterpiece Leader Model describing the 7 differentiating competencies of successful leaders with different competency levels for each leadership role
	<b>Assessment Reports</b> Written reports of individual results; comparison to Masterpiece Leader Model and national best practices
	<b>Supplemental Reading</b> Relevant articles, media, books, blog posts