

Executive and Leadership Coaching Process

Stern Consulting

1. **Pre-Coaching:** Needs assessment and chemistry check
2. **Contracting:** Agreeing on general coaching goals, roles, groundrules, and the coaching strategy (conducted by the “coaching partnership”- the coach, the executive, the boss or board representative, HR, and/or other partners in the coaching process)
3. **Assessment:** Based on historical, normative, 360-degree, and organizational data
4. **Feedback:** Building awareness, establishing detailed goals, and planning the coaching timeline
5. **Targeted Coaching:** Goal-driven skill development and enhancement, habit change, work planning and restructuring, and consulting on organizational issues
6. **Progress Update:** Follow-up assessment and feedback, establishing final coaching goals, and long-term developmental planning (Check in with the “coaching partnership”)
7. **Closing the Loop:** Coaching to address final goals, transition to internal coaches and/or mentors, recognition for accomplishments, and continued support