



Executive Coaching Services with Dan Johnson, CPC

"The goal of good coaching is the goal of good management: to make the most of an organization's valuable resources."

-- *Harvard Business Review*

Executive coaching helps professionals obtain sustained improvement in three key areas:

- ❑ **Business Results:** bottom line numbers, project outcomes, next quarter's earnings, etc.
- ❑ **Systems and Operations:** work processes, strategies, workplace relationships, leading change, organizational culture that positively impacts business results
- ❑ **Professional & Personal Growth:** leadership strengths and abilities, renewed enthusiasm for profession, transitioning into a new role, invigorated career, a sense of living on purpose

Specific executive coaching services are tailored to the needs of each client. Depending on client need, those services may include:

Organizational Scan: The characteristics and qualities of the client's work environment are identified to ground the coaching in the client's "real world" of work.

Assessment: A variety of assessments are available to the client, including 360-degree feedback, Social + Emotional Intelligence, workplace interaction styles, communication styles, values, and management and leadership skills. Job shadowing and interviewing of colleagues and direct reports are also available to clients.

Coaching: Twice monthly coaching sessions are focused on the client's professional goals and needs. These sessions are often held in-person or by telephone. Weekly sessions are typically scheduled for 60 minutes each. The length and frequency of sessions are customized to meet each client's need.

Fieldwork: Between coaching sessions, the client is asked to undertake one or more on-the-job assignments. This fieldwork is designed to help the client make progress toward a goal and create new, desired habits in workplace behavior or performance.

(services continued next page)

Training: Targeted training on topics such as flexing communication and workplace interaction styles, using coaching skills with direct reports, and effective decision-making may also be part of the coaching program. Training outcomes are incorporated into the Development Diary, fieldwork, and coaching sessions to make the training “stick.”

Development Diary: The Development Diary helps the client document his or her accomplishments, identify successes and areas he or she would like to develop, and identify questions to bring to the next coaching session. It also documents a client’s progress during the entire coaching period.

Ongoing Support: Clients may choose one or more resources for ongoing support during coaching. Support may come in the form of email or telephone support from the coach.

For more information, please contact:

Dan Johnson, CPC
Performance Mastery
(312) 724-6120
dan@performancemastery.com
www.performancemastery.com