



# THE EDGE COACHING PROCESS:

## *EDUCATIONAL DEVELOPMENT FOR GROWTH & EXCELLENCE*

### PURPOSE:

*The EDGE Coaching Process* is designed to provide one-on-one attention and counsel for performance leaders, influencers and decision makers that want to achieve their next level of success. Individuals who want to develop new skills and achieve new goals can participate in this custom designed approach. We help the individual to take an objective look at where he/she is and bring about a desired level of possibility that meets the need(s) of the organization and individual.

### OBJECTIVES:

As a result of this *process* you will be able to:

1. Experience custom-designed coaching to meet your individual development needs and goals.
2. Describe your management and leadership style and its impact on your team, stakeholders, and goals.
3. Assess your strengths, workplace motivators, natural talents, personal leadership style, and emotional intelligence for improved productivity and performance.
4. Demonstrate measurable performance outcomes toward your professional goals and vision.

### THIS COACHING PROCESS INCLUDES:

#### PHASE ONE: ASSESSMENT

1. You experience our on-line, comprehensive, market leading, validated assessments that describe your preferred leadership & communication style, workplace motivators (values), and competencies (natural talents) and emotional intelligence (EQ).
2. Then arrangements will be made for a one-on-one experience that focuses on debriefing your assessment reports, your current issues of concern and clearly defining your goals and outcomes for our work together.
3. A defined number of perceptual interviews will be conducted to discover how your peers, clients, supervisor, and/ or direct reports perceive your effectiveness and behaviors/style.



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### PHASE TWO: AIMING

During the on-site visit, we define and agree on specific goals to be accomplished in the three or six months that we will be working together. Your desired outcomes will show behavior changes and / or skill building, depending on your goals.

### PHASE THREE: IMPLEMENTATION AND ACCOUNTABILITY

1. Typically this phase involves a series of virtual or in person coaching sessions of approximately 60 each. We may also decide on shadowing for specific situations such as feedback on working with your team, influencing others, leading meetings and making presentations.
2. Sessions are scheduled approximately every two weeks during the three or six month coaching process. You have accessibility to your coach during the entire coaching process by phone and e-mail for immediate and brief coaching issues.
3. Specific action steps will be set at the end of each coaching session. We'll start the next session with a debriefing of those actions at the beginning of the next meeting.
4. During the coaching process, all communication with you is confidential. You may determine that sharing your assessment information with someone else would be helpful – however, that will be your choice and together we will discuss the best ways to keep your boss or sponsor aware of your progress.
5. Throughout the program, you will receive assignments and be asked to maintain a learning journal. At the end of three months, you will write a learning summary based on your initial objectives, which is then shared with pre-determined stakeholders.

We look forward to working with you to help you reach your goals!

### FEES

Contact us for specific rates / fees for this comprehensive and impactful process.