

## The Key Contributor – High Potential Coaching Map

<b>THE PROCESS</b>	<b>Awareness</b> “Snapshot of Now”  <i>How does my business performance link to current business goals?</i>	<b>Analysis</b> “Version of Next”  <i>What do I need to do to close the gap?</i>	<b>Action</b> “Building Future Potential”  <i>What actions and feedback will get me to my goals?</i>	<b>Achievement</b> “Measuring Business Results and Professional Outcomes”  <i>Have my business goals been reached?</i>
<b>ACTIVITIES</b>	<b>Assessment and Information Gathering</b>  Alignment meeting and coaching agreement (protocol, timelines, deliverables, roles, etc.)	<b>Feedback and Planning</b>  Assessment data is analyzed and detailed plan created and agreed	<b>Action Steps to Goals</b>  Includes mid-point review of actions, progress, and alignment (coach, coachee, leader)	<b>Evaluation of Process</b>  Final measure of outcomes and closing meeting (coach, coachee, leader)
<b>TOOLS</b>	<ul style="list-style-type: none"> <li>• Leader 360</li> <li>• Leadership Checkpoint PI</li> <li>• MRG / SLD Assessment/Blueprint</li> <li>• Observation</li> <li>• Assessments may include: MBTI, DISC, FIRO-B, SPQ, Special reviews (as requested)</li> </ul>	<ul style="list-style-type: none"> <li>• Coaching Sessions</li> <li>• Goal Setting</li> <li>• Timeline of Commitments</li> <li>• Analysis of prior assessments used</li> </ul>	<ul style="list-style-type: none"> <li>• Real World Assignments</li> <li>• Business and Professional Development</li> <li>• Courses/Training</li> <li>• Shadowing</li> <li>• Role Playing</li> <li>• Video Feedback</li> </ul>	<ul style="list-style-type: none"> <li>• Solicit Feedback</li> <li>• Repeat Leadership 360° if appropriate</li> <li>• Performance Review</li> <li>• Self Report</li> <li>• Input from Coach</li> <li>• Future Goals – Next Steps</li> </ul>
<b>OUTCOMES</b>	<ul style="list-style-type: none"> <li>• Self Awareness</li> <li>• Desire to enhance performance</li> <li>• Observable changes</li> </ul>	<ul style="list-style-type: none"> <li>• Roadmap of Development Needs</li> </ul>	<ul style="list-style-type: none"> <li>• Skill Building</li> <li>• Increased Knowledge</li> <li>• Experience</li> </ul>	<ul style="list-style-type: none"> <li>• Sustained Behavior Change (if issue)</li> <li>• Accountability</li> <li>• Personal Growth</li> </ul>

The Key Contributor - High Potential Coaching Map is utilized as a “picture tool”, which will allow those being coached to view the 4-Step process more effectively. In association with the client and or primary stake-holder, we will have a candid dialogue which aspects of the coaching map are utilized to meet the objectives and goals we strive to achieve.