

## THE FIVE TYPES OF LEADERSHIP COACHING

The purpose of leadership coaching is to help executives, managers, and leaders achieve measurable improvements in performance. Coaching can make the difference between mediocre and exceptional management and leadership. An effective coach has worked in many different types of organizations and sectors – and thus can offer valuable insights and examples to help leaders and managers reach the next level quickly.

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### Leadership coaching typically involves:

- Initial meetings with the client to establish rapport and understand overall coaching objectives
- A 360 assessment
- Analysis of the results of the 360
- A leadership development plan (LDP)
- Coaching for defined period of time
- Access to an extensive array of management and leadership tools and resources

### As a result, leaders:

- Identify their individual strengths and development needs
  - Clarify behaviors that impede their job effectiveness
  - Develop self-awareness
  - Become more open to constructive feedback
  - Identify and execute improvement strategies
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### 1:1 Coaching

1:1 leadership coaching is for leaders who want an experienced coach to provide a sounding board to support them with feedback, questions, and guidance.

### This helps senior leaders:

- Gain perspective
- Envision alternatives
- Create more effective and efficient solutions
- Identify “blind spots”
- Set priorities
- Hold themselves accountable

## Executive and Management Onboarding

Executive onboarding is for people moving into new roles. This type of coaching occurs during the first 90 days of a manager's or executive's hire – the time when lasting impressions are made, when grasping what is expected is critical, and when understanding the nuances of an organization's culture is all-important.

Research indicates four out of ten newly promoted executives fail within 18 months. LRI's onboarding process can reverse that trend by providing practical and customized coaching to new managers in several areas, including: defining roles and responsibilities, laying out communication expectations, managing effective decisions, and delineating short-term and long-term objectives.

## Succession Coaching

Succession coaching is the process by which leaders ensure they have talented people ready to move into senior positions. It can help you identify the key competencies leaders need for success within the larger context of the organization. We can then help you identify up and coming managers, provide coaching, and plan for their regular exposure to new stretch assignments. This integrated approach ensures that the organization optimizes its bench strength quickly and efficiently.

### The return on investment includes:

- Increased success for the transitioning manager/executive
- Increased employee satisfaction
- Improved business results

### This includes:

- Identifying key competencies
- Building bench strength for key roles
- Aligning ready talent with the strategic direction of the larger organization
- Filling key openings quickly from within

## Team Coaching

Team coaches can help your company build a successful leadership team. Using powerful [team building tools](#) and customized approaches, LRI helps teams improve communication, develop sound operating principles, and create clear measures of success.

We coach teams in the “Five Habits of High-Performing Teams” and teach leaders how to survey their teams and track improvement. Each member learns and understands each other’s communication styles and preferences. LRI’s [Straight Talk® system](#) makes this easy to do online.

## Project Management Coaching

Project management coaching focuses on helping managers develop the specific skills needed to successfully lead and manage projects involving multiple stakeholders. In addition to teaching the use of specific software tools to facilitate effective project management, our coaches provide concrete case studies to test understanding and help managers build an understanding of the communication and decision management skills needed.

If you or your organization needs any of these five types of coaching, contact us at [www.Leading-Resources.com](http://www.Leading-Resources.com).

### Teams will learn how to:

- Develop team operating principles.
- Work with each other’s communication styles.
- Use appreciative and constructive feedback.
- Develop performance goals for the team/members.
- Prepare individual goal plans for each member.

### Specifically, project management coaching entails:

- Coaching in decision management
- Training in negotiations and conflict management
- Case studies and role playing
- Training in specific software applications