

90-DAY LEADERSHIP COACHING EXPERIENCE

A Focused Investment in a Valued Leader

A DEVELOPMENT OPPORTUNITY

Coaching Does Not Need to Begin With a Performance Problem

Leadership coaching does not need to begin with a performance problem. In fact, when coaching is offered as an optional development opportunity, engagement is higher. A valued leader may be taking on greater responsibility, navigating change, managing a difficult relationship, or recognizing that a familiar leadership approach is no longer producing the desired result.

Focused coaching gives the leader dedicated time and support to address one meaningful development priority and make measurable progress.

WHY 90 DAYS?

Focused Development. Defined Timeframe. Meaningful Progress.

Ninety days creates a defined period for focused development without requiring the company to begin with a longer-term commitment while providing meaningful results.

It provides enough time for a leader to apply new approaches in real situations, reflect on the results, and adapt or make adjustments with the support of a coach.

The expectation is not to change everything. It is to make deliberate progress in the area that can make the greatest difference now.

A CUSTOMIZED COACHING EXPERIENCE

The 90-Day Leadership Coaching Experience is customized around the needs of the individual leader and the company.

Coaching conversations remain confidential. Sponsor reviews focus on the agreed-upon development goal, application, progress, and recommendations - not the private content of coaching sessions.

IDENTIFY THE OPPORTUNITY

Where Could Focused Coaching Make the Greatest Difference?

The questions on page 2 reflect the five core leadership capabilities below and can help a leader or manager begin identifying the leadership capability that may benefit most from focused development.

The results are a starting point for conversation. The coaching goal is established through a discovery process and reflects the leader's role, current challenges, company needs, and the potential impact of change.

LEADING CHANGE	Adapt, remain resilient, and help others navigate changing priorities.
LEADING PEOPLE	Build trust, coach others, manage conflict, and strengthen working relationships.
COMMUNICATION & INFLUENCE	Communicate clearly, listen, build alignment, and influence effectively.
RESULTS & EXECUTION	Make sound decisions, solve problems, follow through, and create accountability.
BUSINESS ACUMEN	Connect leadership choices to people, resources, technology, and company priorities.

LEADERSHIP DEVELOPMENT CHECK-IN

Where Could Focused Coaching Make the Greatest Difference?

Rate each statement based on what is happening now. Use the ratings to notice where greater consistency, confidence, or effectiveness could make a meaningful difference. If you are completing this assessment with another leader in mind, rate each statement based on the behaviors you have observed.

RARELY = 1	SOMETIMES = 2	CONSISTENTLY = 3
1. I communicate expectations and priorities clearly.		Rating ____
2. I provide useful feedback and coaching that helps others grow.		Rating ____
3. I build trust and productive working relationships across different personalities and perspectives.		Rating ____
4. I make timely decisions and follow through on commitments.		Rating ____
5. I remain focused and effective when facing pressure, uncertainty, or competing demands.		Rating ____
6. Addresses difficult conversations with empathy in a timely manner.		Rating ____
7. Responds flexibly when circumstances or priorities change.		Rating ____
8. I influence others effectively even when I do not have direct authority.		Rating ____
9. I connect day-to-day leadership decisions to broader company priorities.		Rating ____
10. I consider the impact of my decisions on people, resources, and company priorities.		Rating ____
ADD ALL 10 RATINGS		YOUR SCORE: ____ / 30

WHAT YOUR SCORE SUGGESTS

10-16 FOCUS AREA IS EMERGING Several leadership behaviors may benefit from focused attention. Look for the one area where improvement would make the greatest difference now.	17-23 OPPORTUNITY FOR FOCUSED GROWTH You demonstrate many effective leadership behaviors, with specific areas where greater consistency or confidence could strengthen your impact.	24-30 BUILDING FROM STRENGTH Your ratings suggest a strong foundation. Coaching can still help you stretch into a new responsibility, challenge, relationship, or higher level of leadership.
---	---	---

IDENTIFY YOUR FOCUS

Which statement with your lowest rating would create the greatest positive impact if strengthened?

MAKE THE NEXT 90 DAYS COUNT

1. What leadership challenge or opportunity is most important to address before year-end?
2. What would meaningful progress look like over the next 90 days?
3. What is the cost of allowing the current pattern or challenge to continue?
4. Who would notice the difference if this leader made meaningful progress?

READY TO EXPLORE THE NEXT 90 DAYS?
To secure an opening or explore a 90-Day Leadership Coaching Experience in more detail, please contact:
Carol Heady 914-980-2078