

## *Executive Coaching System*

### **What is an Executive Coaching System?**

It is a comprehensive approach to coaching that balances individual executive development with developing organizational capability in the context of business strategy

### **The Business Need: A Fast-Track Way to Make a Difference Quickly**

- More and more businesses are rededicating themselves to leadership succession management and leadership development to fill their need for qualified leaders
- There is an increasing emphasis on assessing individual competence and performance and tailoring development plans to meet the specific growth needs of individuals for their current and future potential assignments
- Coaching systems are one very powerful, fast-track way to focus on individual development needs and make a measurable difference quickly

### **Key Features of a Fast Track Coaching System**

- Focused on developing individual capability to achieve defined business goals
- Linked to succession management, performance management, career management, talent reviews, 360° feedback, and other assessment systems
- Defined coaching process and coaching support process
- Trained internal and external coaches at several levels
- Coaching engagement linked to specific goals that are agreed to by Coachee and Sponsor
- Defined responsibilities for the Manager, Sponsor, and Mentor (if any) of the Coachee
- Clearly defined communications flow, while preserving confidences, between Coach, Coachee, and Sponsor throughout the process

### **Benefits: Leadership Capabilities are Powerful Determiners of Business Success**

- Rapid change with measurable results
- Economical use of the Coachees' time with little performance interruption
- Customized to organizational and individual needs

# Coaching System Architecture

## Coaching Process

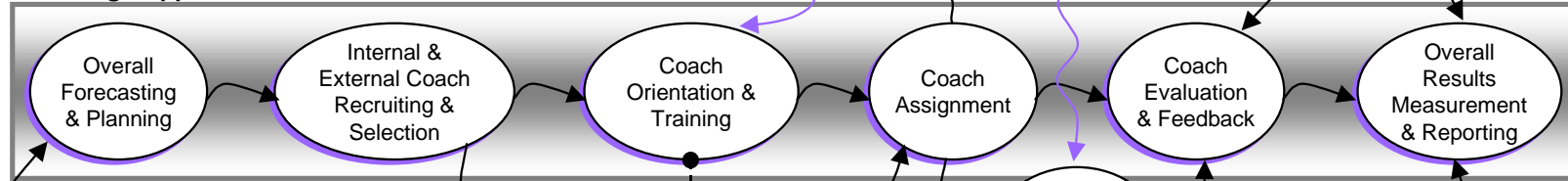


- Nominations from:
- Succession management
  - Performance management
  - Talent reviews

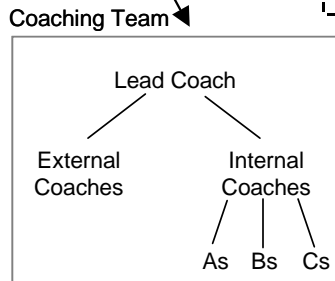
- Inputs from:
- Competency assessments
  - Performance appraisal
  - 360° Feedback
  - Individual development plans
  - Talent reviews
  - Feedback from others



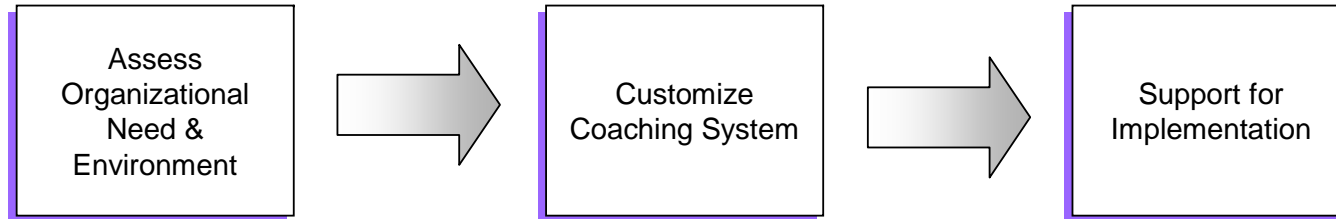
## Coaching Support Process



- Inputs from:
- Strategic business plans
  - Succession pipeline requirements
  - Leadership development strategy



## Designing & Installing the Executive Coaching System



### Evaluate Existing

- Succession management
- 360° assessment
- Leadership development system
- Performance management

### Identify Business

- Strategies
- Growth forecasts
- Critical leadership needs

### Estimate Value of Coaching System

- Expected business benefit

### Customize system

- Customize system
  - Coaching/support process
  - Roles/responsibilities
  - Tool box
  - Training materials
  - Coach selection & qualification criteria
- Plan implementation
- Estimate cost & prepare a business case

### Train lead coach

- Provide orientation for
  - HR Team
  - Executive Leadership Teams
  - Other key roles
- Support recruiting & selection of coaches
- Support training of coaches
- Support for Coaching Team
  - Advice & counsel for lead coach
  - Troubleshooting & system intervention

- Contact Pat Ruzich at  
112 Two Mile Bridge Road  
Roberts, MT 59070  
Office/Cell: (406) 425-4014  
E-mail: [pat@patruzich.com](mailto:pat@patruzich.com)  
Web: [www.patruzich.com](http://www.patruzich.com)

- Contact Ray Svenson at  
112 Two Mile Bridge Road  
Roberts, MT 59070  
Office: (406) 446-1861  
Cell: (406) 425-4013  
E-mail: [ray@raysvenson.com](mailto:ray@raysvenson.com)  
Web: [www.raysvenson.com](http://www.raysvenson.com)