

# Leadership Coaching

For real and lasting change



SLINGSHOT<sub>25</sub>

## What is coaching?

Understanding what coaching is will help you get the greatest benefit from this powerful development practice. Many people understand coaching by comparing it to other development actions with which they are already familiar.

- Consulting: You are looking for an expert in a specific area to give you answers.
- Mentoring: You are looking for someone who has experience doing work similar to your ambitions and can give you advice on how to be successful.
- Training: You are looking to learn new skills, concepts, or best practices that you can apply to your personal or professional situation.
- **Coaching:** You are looking for someone who can help you realize your professional ambitions by identifying blocks, unleashing energy, refining your approach, and holding you accountable to make the changes you desire.

### Benefits of Coaching

- Set goals and grow your leadership career.
- Confidential conversations in which you can be honest about issues created by a changing work environment without fear of judgment.
- Generate insight and create plans to solve your current leadership challenges using an effective approach.
- Ignite new leadership habits to help you solve future challenges.

# Our coaching engagement process.



- Identify your coaching goals, typically with input from your leader
- (Optional) 1-hour consultation to determine if coaching and/or your coach is a good fit for you
- (Optional) Identify up to 3 colleagues to provide you feedback - collected through interviews with your coach



## Session Scheduling

Welcome email with coaching overview, prep information, and scheduling instructions for virtual sessions via Zoom



## Reflection & Follow-up

- (Optional) Self-reflection worksheet to help you describe the growth you've made through coaching
- Survey to provide feedback to your coach on your coaching experience
- Begin 1 year of unlimited brief check-ins with your coach, as needed

Our coaching engagement package is **six, one-hour sessions plus unlimited brief check-ins for one year.**



## Introductions & Goals

- Focus of session 1
- Personal introductions
- Confidentiality commitment
- Review your coaching goals
- Review feedback from your colleagues (if applicable)



## Coaching

- Sessions 1-6
- Every 2 or 3 weeks or similar pace, as needed
- Coaching method provides a high degree of self-reflection and examination of your impact on others
- Focuses action on meeting your goals



## Our coaches



**Jackie Pelland**  
Specializes in leadership development



**Courtney Smock**  
Specializes in change & career transition

Executive leadership coaches  
iPEC Professional Coach Training  
Energy Leadership Master Practitioners