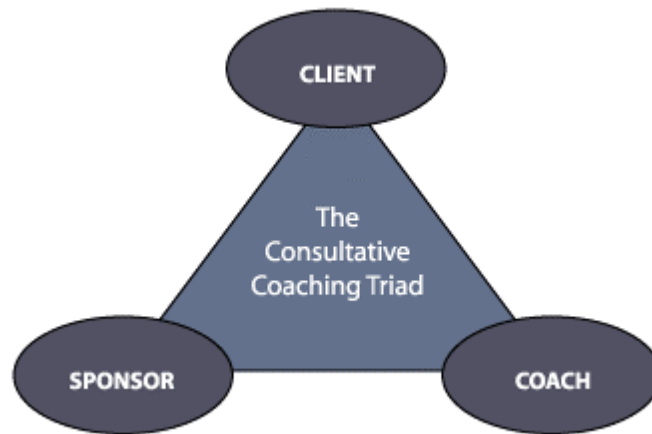


Consultative Coaching

Focus on the needs of the client first

Sponsored at a management level for an entire department or key clients within a group, it leverages the advantages of one-on-one coaching with the added benefit of an internal mentor for dynamic individual improvement or a departmental initiative.



The consultative coaching triad focuses on the needs of the client first. It is initiated/sponsored by a senior level executive who gives our coach autonomy to work with selected members of the department.

Goals from the sponsor are combined with the client's objectives for a consensus on outcomes. Coaches regularly connect with sponsors to update client progress and triangulate internal and external behavior support.

Consultative coaching is highly effective for:

- Department or system-wide initiatives or high touch events
- Fast track/succession planning for high-potential employees
- Sales approaches, team presentations or cross-department improvement
- Employee intervention as defined by objectives or shortcomings in performance reviews.
- Recruiting/retention of valued employees
- Change management or corporate diversity