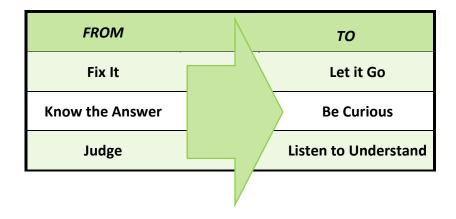


What is Coaching Summary

Shifts Required



Coaching Leadership Style	
WHAT it is	A conversational framework that fosters a trusting partnership with your team members, colleagues, and supervisor. It inspires others to maximize their personal and professional potential through self-awareness and personal responsibility for action and change.
WHY use it	 Recruitment and retention of top talent Strengthens trusting and respectful relationships Strengthens individual and organizational accountability Builds leadership bench strength
WHEN to use it	 Address performance gaps, such as a challenging relationship with another person, difficulty meeting productivity or customer service standard, or quality of work. Professional and personal development, such as annual review, goal setting, and goal monitoring throughout the year. In the moment to reinforce or adjust performance/behaviors for future effectiveness – to reinforce strengths, address performance gaps, or discuss professional and personal development aspirations.