

Coaching Services

Coaching Accelerates Leadership Development Success

A coach is an important ally in a manager's efforts to improve their leadership skills. Coaches provide valuable mentoring and insight on the best approaches to apply individual Skill Set improvement activities to specific situations within the context of your business. Working closely with a coach also introduces accountability to the improvement process, helping to ensure you reach critical milestones and deadlines.

Profiles International offers innovative and dynamic leadership development coaching services to help managers improve their day-to-day effectiveness across 8 Core Management Competencies and 18 key Skill Sets. Our Coaching Services are a natural extension of the CheckPoint 360^o™ SkillBuilder™ solution, and can be used as

Leadership development initiatives that are self-directed increase productivity by only 22 percent, while training plus leadership coaching increases productivity by 88 percent!
—Workforce Magazine

your primary source of coaching or as a supplemental coaching resource in your organization.

Our highly trained coaching team has a proven track record in management and leadership development and has provided

mentoring and coaching services to management teams in both large and small companies.

When you sign up for the Coaching Service, you will receive:

- **Coaching consistency** - You will be assigned a specific coach to work with you for the duration of your leadership development efforts.
- **Customized development strategy** - Your coach will review the custom Coaching Guide that has been tailored specifically to your skills and goals. This guide is based on the results of your CheckPoint assessment as well as your SkillBuilder online interviews and exercises. Leveraging the Coaching Guide and your SkillBuilder Personal Action Plan, you and your coach will create a development strategy



focused specifically on your targeted Skill Sets and activities and how to apply them in your organization.

- **Program milestone tracking** - Through a series of status calls, your coach will help monitor your progress against the goals and milestones in your improvement initiatives.
- **Flexible scheduling** - Coaching meetings are conducted over the phone for your convenience, with scheduling flexibility to accommodate your schedule.
- **Complete confidentiality** - Your relationship with your Profiles Coach is highly valued and will remain confidential. Information that you share with your coach will be held in strictest confidence and will not be shared with anyone in your organization.

"Coaching Services give your managers objective feedback from a personal relationship with one of our highly trained coaches who provide skill building exercises and individual development plans to measure progress. Your managers will gain a new perspective on areas of strength, opportunities for development and blind-spots from an independent point of view!"

—Jim Sirbasku, CEO, Profiles International