



Key Associates, Inc.

Helping Leaders and Organizations Grow

Coaching creates self-awareness, helps drive transformational change, and provides growth for you and your organization. Key Associates (KA) provides customized leadership coaching for individuals and teams. We use a research-based approach to ensure that you get the results you want.

EXECUTIVE COACHING WILL HELP YOU AND YOUR ORGANIZATION ACCOMPLISH LEADERSHIP DEVELOPMENT GOALS SUCH AS:

- Increase the skill level of leaders who must address a complex and changing business landscape
- Improve and enhance emotional intelligence, a core competency in leadership effectiveness and success
- Fill your leadership pipeline for effective succession planning and the development of high potential leaders

AREAS OF FOCUS FOR COACHING MAY INCLUDE:

- Developing strategic thinking
- Building a high performance team
- Enhancing self-confidence
- Overcoming a challenge
- Strengthening executive presence
- Engaging others through influence
- Leading change and innovation
- Preparing for the next step in your career

HERE'S MORE ABOUT OUR COACHING PROCESS:

KA provides leadership development and coaching in areas such as but not limited to the following:

- An assessments of the leader's interpersonal and leadership capabilities
- Succession leadership planning and development
- Identification of strengths to build upon and any limiting leadership behaviors
- Development of a plan to address agreed-upon behavior change and growth
- Customized tools and exercises to address short and long-term goals
- Individual coaching virtually, face-to-face, or some combination
- Option: observation of the leader on the job interacting with stakeholders to hone the coaching plan



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Here are some of the elements of our coaching process; we do customize the process to the needs of the coachee and the organization:



1. Assessment Process

- Selection and administration of relevant assessments (360; EQ; Hogan; DiSC; Leadership Potential)
- Interviews with key stakeholders in the coachee's environment
- Analysis of current and past development plans
- Individual debriefing of coachee

2. Individual Profile Development

- Strengths
- Areas of development
- Review of stakeholder feedback
- Goals
- Development Plan

3. One-on-one Leadership Coaching and Development

- Virtual and/or in person session/s scheduled each month
- Access to coach via telephone, texts and emails
- Leadership and interpersonal strategies, behavioral change materials and techniques
- Development of a personal scorecard relative to the IDP

4. Tracking Results

- Progress on agreed up goals will be assessed monthly.
- Plan adjusted if necessary to ensure progress
- Progress measured and tracked
- Reinforce progress and create a maintenance plan