

Our coaching engagements are designed to help leaders recognize that intention is not the same as impact. Therefore, while every engagement is as different as the person we are coaching, we use this IMPACT coaching model to express the general shape and cadence of the coaching process.

Initiate

Who are you and what do you want to work on?

YIELDS: leverage.

We identify your values, your style, and your stakeholders and inventory your strengths.

We take time to discuss your point of view.

We talk to others, leverage assessment tools, and set up a coaching process.

Map

What are 2-3 goals that will lead to desired outcomes?

YIELDS: clarity.

We identify successful outcomes as you and your stakeholders define them. We fast-forward to the destination – impact – and map out plays to get you there.

Practice & Adjust

What will you do differently to move toward your goal?

YIELDS: change.

The plays you put in motion may require adjustments to your decisions, behaviors, strengths, or presence. A "dashboard" helps you fine tune your movements and helps you see your impact on others and theirs on you.

C

Catalyze

How can you work with others to create lasting change?

YIELDS: trust.

As professionals, we have a responsibility to "profess." We identify ways to apply your learning for the benefit of all your stakeholders and to catalyze change by modeling the way.

Transform

Are you there yet?

YIELDS: organizational transformation. As you become more intentional about your decisions, behaviors, strengths, and presence, new insights and contributions spiral out from your leadership initiatives into the team, the business, and the organization itself.