

Developing Professionals— Refining Businesses

Blanchard® Coaching Services Overview



Blanchard® Ken^{THE}**Blanchard**
INTERNATIONAL COMPANIES
IRELAND
The Leadership Difference.™

Organizational Coaching

Organizations are constantly striving to achieve positive changes that can be objectively measured as well as subjectively observed. Blanchard Organizational Coaching links specific large-scale coaching initiatives to organizational objectives that are crucial to sustainability and profitability. The result is real-time quantitative and qualitative information that companies have long needed to gauge their return on investments and link the return to specific business goals.

Organizational Coaching focuses on a specific change, internal initiatives, or leadership competencies. Needs assessments and post-coaching analysis allow you to customize and leverage every step of the coaching initiative. Blanchard will follow up with detailed reports of the learning, achievements, and resulting changes. Keeping personal data confidential, your data is analyzed collectively, thus yielding valuable new information on organizational strengths, gaps, and trends. The Organizational Coaching program can address any competency, change initiative, or objective that you choose.

In the implementation of organizational coaching, the Senior Coach plays a vital role. A Senior Coach is assigned to oversee your coaching initiative and, as part of their oversight responsibilities, works closely with you to create a strong alliance as coaching is implemented. Senior Coaches orient you and your people to coaching, orient your coaches to their organizational objectives, monitor coaching activities, oversee surveys, have frequent contact with your internal client sponsors, and prepare progress and final reports.

“We selected Blanchard because they have a pool of coaches who were willing to learn the Adobe culture and work within our models. We also liked the scalability—their phone-based model allowed implementation on a worldwide basis.”

—Melissa Daimler, Senior HR and Organizational Development Manager, Adobe Systems Incorporated

What does Organizational Coaching offer your company?

- Alignment of individual performance with team and organization objectives
- The ability to maximize and leverage strengths
- Increased and enhanced communication between managers, direct reports, and teams
- Help for individuals to take ownership and responsibility for their behaviors and actions
- Individual encouragement to stretch beyond any assumed constraints

What does Organizational Coaching include?


- A minimum of 3 months of coaching
- Two coaching calls per month, approximately 1 hour each
- Access to a Senior Coach
- Trend and theme reports (when there are more than 10 participants)
- Unlimited access to the Coaching Management System

Executive Coaching

Executives have enormous influence over their companies, yet rarely have access to objective, ongoing feedback. Blanchard's Executive Coaching will provide you and other top leaders with a confidential and neutral sounding board to discuss challenges and opportunities that encompass your ability to live up to your utmost potential. Through a one-to-one relationship with a hand-selected Blanchard coach, you are able to identify and practice new behaviors and strategies that benefit you and your organization.

High potential, fast-tracking executives and senior-level leaders who are being considered in succession planning will benefit from this confidential, highly flexible coaching alliance. The Executive Coaching process will accommodate your needs and provide guidance to busy executives who have constantly changing demands. This process varies as your needs vary over time. During the coaching sessions, you will work with a coach in an action-oriented environment that is focused on successful business outcomes and leadership development.

The Blanchard Executive Coaching process is designed to help you understand leadership and organizational dynamics; this will increase your ability to influence others and be more effective as a leader. During each coaching session you will identify your desired outcomes, intentional behaviors, and commitments to action. Blanchard coaches will challenge you to look at your current behaviors and actions and then identify effective paths to increase alignment between you and your organization's objectives and activities.



“Thanks again for creating a wonderful executive coaching experience for me. I would recommend this process without reservation for anyone looking to expand his or her skills in executive leadership and team dynamics.”

—Nancy Bailey, Corporate Director/Operations Systems, Corinthian Colleges, Inc.

What can the Executive Coaching program provide for senior leaders?

- Objective feedback
- A sounding board for ideas and strategies
- Focused conversations tailored to the executive's specific development needs
- A different perspective
- Someone who is not afraid to challenge the executive's thinking or beliefs

How does Executive Coaching work?

- Each executive is matched with a carefully selected coach
- Minimum of three to six months of coaching, up to three hours per month
- One face-to-face coaching session is included (additional face-to-face coaching is available, upon request)
- Previous assessments review
- Check-in calls with a coach between formal sessions
- Unlimited access to the Coaching Management System

Coaching Essentials for Leaders

Coaching Essentials for Leaders is an interactive and transformational learning experience designed to help managers and leaders integrate coaching skills into their leadership style. This includes drawing out ideas and solutions, collaborating and focusing on the development of people by using supportive behaviors, while moving toward organizational goals. The program is designed for people who seek to learn and apply coaching skills in order to increase their effectiveness and influence within their organizations.

The Blanchard Coaching Essentials for Leaders program does not attempt to make leaders into coaches. Rather, you are encouraged to examine your current behaviors and leadership styles while experiencing how the use of coaching can make you more effective. This program can be customized to the needs of your organization and your level of involvement. Participants can be individuals or teams, as well as managers, leaders, officers, and OD and HR professionals.

Coaching Essentials for Leaders is a learning process that takes place over time. Classes can be on-site or virtual, are interactive, and focus on applying the coaching concepts. Facilitators will role-model coaching behaviors throughout the process, as they know the challenges of leading and managing people. Three follow-up coaching sessions are required, allowing you to work with a professional coach for a better application of the material. Follow-up coaching provides a safe place for you to discuss the challenges of leadership with a coach and to receive feedback.

How does the Coaching Essentials for Leaders program help you incorporate coaching into your work?

- Accelerates individual and team progress toward the organization's objectives
- Encourages an environment of trust that fosters the development of others
- Promotes understanding and use of communication skills that develop self-reliance in others
- Presents a four-step coaching process that results in clear agreements and initiates action
- Focuses on real-work coaching situations that will help others reach a higher level of performance

“Coaching Essentials for Leaders is dedicated to improving leaders’ skills—particularly their ability to coach. The program addresses the single biggest problem managers and leaders face today: maintaining the balance between caring for their people and being tough when needed.”

—Linda Miller, Global Liaison for Coaching, The Ken Blanchard Companies, Master Certified Coach, and coauthor of the book Coaching In Organizations.



Web Environment to Support Coaching

Companies often struggle with the need for leaders and managers to be in tune with the company's coaching requirements. Moreover, each company is motivated by a unique set of values, attitudes, skills, and goals. Great coaching must be based on a clear understanding of what those factors are. The Blanchard Coaching Management System (CMS) supports your company's decision makers and coaches in order to develop and deliver coaching at a personal, customized level.

The CMS is a proprietary Web-application that Blanchard developed to make coaching initiatives more effective and efficient. Without sacrificing confidentiality, the CMS offers you a synopsis of what goes on in your organization's coaching sessions—often providing valuable information that your organization will need to create better working environments for your people. It provides benefits for all stakeholders in a coaching engagement and offers one-stop shopping: a place to record and track goals, action steps, and milestones, as well as a place for you to schedule coaching sessions and access practical resources.

The CMS provides crucial information to you so that your organization can keep a finger on the pulse of the coaching initiative, and ensuring that all coaches are using a consistent approach, methodology, and language. The CMS makes it quick and easy to communicate with your coaches, track announcements, and get immediate feedback. Your organization will also be able to easily track and report on participants, attendance at sessions, as well as their focus areas, objectives, goals, and task completion.

For more information about all of Blanchard's Coaching Services, please visit www.coaching.com.

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How does the Coaching Management System provide the tools for making your coaching initiatives a success?

- At-a-glance client list, session activity, notes, and all session records—a paperless coaching practice
- Automated, client-driven scheduling
- Hundreds of tools for JIT (just-in-time) learning
- Immediate and easy storage of all coaching-related information

