

The Executive Coaching Process

Joseph D. Tomaselli

The goal of my coaching is to equip my clients with a new level of self-awareness and leverage their learning to achieve optimal performance. Performance shortfalls and unrealized talent potential can be directly attributed to some key indicators, such as: overusing strengths, inability to manage personal limits, or operating within too narrow a repertoire of competencies their current (or future) role requires. This can result in individuals and teams, falling short of achieving key goals or delivering results and effectively meeting the workplace challenges in today's ever-changing business climate.

My approach is very comprehensive and my premise for coaching is this: people grow in response to new information about themselves. For example, until now, even successful managers have been operating with a particular set of information about themselves, and some of it comes from their experience managing, some from experiences in their environment. And this information, and the way a manager interprets it, serves as the foundation for their current mindset or mental models, attitudes and behavior.

To explore new behaviors establish requisite competencies and build new mental models, one needs new information – otherwise we keep doing things the way we always have. The most useful information needed to grow as a leader is about their behavior patterns and their innate psychological preferences and needs.

Typically, we explore as a source of this new data, a comprehensive self-assessment with appropriate inventories, to secure important feedback. Additionally, feedback from others can also provide a valuable perspective, such as using a 360 inventory. Feedback like this can facilitate specific learning opportunities for targeted change and growth, while also providing motivational potential to the client.

Executive coaching with organizational leaders is about ongoing personal and team development. We address this by using the feedback that is collected, in addition to what others may have suggested the manager work on developing. In the coaching process the manager can consider what to select to enhance, master, or build into a towering strength within their skills inventory, and what to do to increase their leadership effectiveness.

Committing those specific goals to individual learning and development action plans, and linking them to live ammo business issues and tough challenges ensures measurable change and growth occurs, over time. The action plan becomes the prescription for ongoing coaching support to target observable behaviors, shifts in mindset, we jointly work to adapt, change, improve, and develop with the client in their work setting.

Click below to request additional information or if you'd like to see some case studies.

Joseph D. Tomaselli
Executive Development

joetomaselli@exelligence.com
www.exelligence.com

917-856-5009