

# 1-on-1 Coaching Sessions

## Coaching Session 1 – Assessment Debriefing

Your CornerStone Coach will review and help you understand the results of your Harrison Behavioral Assessment and LeadView360 profile. The feedback from these assessments will provide the foundation to “turn feedback into change” through effective goal planning and coaching. You will work with your coach to determine the action steps and commitments for strengths to leverage and areas of opportunity for development to become a more effective leader. ACTION: Complete the Assessment Summary for Coaching Session 2.



## Coaching Session 2 – Assessment and Goal Planner review

Your coach will review your progress on your commitments based on assessment feedback and begin the personal and professional development process using our Goal Planner. During this session you will work with your coach to develop SMART goals and dig into the action steps, obstacles, timelines and how progress will be measured in your Goal Planner. The process of review, update and accountability of goals helps to achieve the goals themselves. We take a practical approach and situational application that will help you change behavioral tendencies and traits to become a more effective leader. Your coach will be flexible to discuss any other areas you want to focus on during your coaching sessions. ACTION: Complete Goal Planner for all goals for Coaching Session 3.

## Coaching Session 3 – Team Development Plan

Teams are a way of organizing people to accomplish a common goal. Confusion or lack of clarity is the main inhibitor to team effectiveness. During this session your coach will work with you to focus on your “Main Thing” – what is the main focus, the key function of your team? Does everyone know it, do they know their role in the team’s Main Thing and how it aligns with the Company Main Thing? Your coach will help the leader determine the key strengths and top areas of growth and development for the team. You will rate the team on Teamwork, Productivity and ability to deliver results. Your coach will help you construct a Team meeting agenda for the leader to communicate their Main Thing, share team strengths and areas of growth and ask the team for feedback and team problem solving on barriers to performance. ACTION: Conduct team meeting with agenda developed.

## Coaching Session 4 – Talent Landscape and Coaching Plans

Performance includes both the outputs produced by the team as a whole, as well as the contribution of individuals. During this session you will work with our coach to assess your individual team member’s current performance level and your assessment of their potential and plot it on the *Talent Landscape* included in our Coaching Planner tool. This will provide a foundation for your individual coaching plans. We will identify at least two coaching opportunities for your team. ACTION: Complete your Coaching Planner Team and Individual Coaching Planner for review during Coaching Session 4.

## Coaching Session 5 – Take it to the Team – Role Plays, Talk tracks

During this session your coach will review and role play one or two of your identified coaching objectives using the Development Coaching Quick Prep tool. Your coach will share our coaching talk tracks to help transfer coaching skills and help you gain comfort and experience conducting effective coaching sessions with direct reports. ACTION: Be prepared to share how coaching session(s) went for Coaching session 6.

## Coaching Session 6 – Accountability, Review, Refine and Update

During this Coaching Session your coach will work with you on the accountability of completing commitments and progress of your goals AND work with you on your Team Coaching plan. We will continue to review, refine and update your coaching skills by role playing real-world coaching situations using the Coaching prep tool with additional team members for overall team performance improvement. ACTION: We will determine next steps regarding additional coaching sessions based on need, situations and objectives.