

High-Level Attentional™ Leadership Coaching Process

Discovery	Development	Delivery
<p style="text-align: center;"><u>Exploratory Conversation</u></p> <ul style="list-style-type: none"> • Where have you been, where are you now, and where do you want to go? • Are you invested in taking your performance to the next level? <p style="text-align: center;"><u>Entry and Contracting</u></p> <ul style="list-style-type: none"> • Frame and align expectations (both coach & coachee) during the coaching process. • Discuss preliminary goals <p style="text-align: center;"><u>Situation Analysis</u></p> <ul style="list-style-type: none"> • Explore current issues, trigger events, challenges and/or opportunities • Conduct a personal SWOT analysis <p style="text-align: center;"><u>Data Collection and Assessment</u></p> <ul style="list-style-type: none"> • Historical: Critical incidents/lifeline/reflection • Current strengths, challenges, competencies and performance • Self administered and multi-rater 360 assessments • Multiple assessments chosen based on role & leadership level <p style="text-align: center;"><u>Outcome:</u></p> <ul style="list-style-type: none"> • A comprehensive view of coachee's current state 	<p style="text-align: center;"><u>Identify Opportunities</u></p> <ul style="list-style-type: none"> • Evaluate all dimensions of assessment data (Internal, Time, External) • Identify trends and specific opportunities, behavioral change, and need for new skills and behaviors <p style="text-align: center;"><u>Development Goals</u></p> <ul style="list-style-type: none"> • Commit to 1-2 areas for development and improvement • Anticipate and explore barriers and challenges to progression <p style="text-align: center;"><u>Alignment</u></p> <ul style="list-style-type: none"> • Re-examine preliminary goals for alignment to development & action plan <p style="text-align: center;"><u>Accountability</u></p> <ul style="list-style-type: none"> • Discuss accountability & evaluation options (self and others) <p style="text-align: center;"><u>Outcome:</u></p> <p>A concrete development plan:</p> <ul style="list-style-type: none"> • A comprehensive view of coachee's desired state. • Commitments • Anticipated behavioral metrics and impact of change 	<p style="text-align: center;"><u>Action</u></p> <ul style="list-style-type: none"> • Develop and implement action steps needed to internalize <u>and</u> externalize new behaviors • Seek opportunities to explore, practice and demonstrate new behaviors and skills <p style="text-align: center;"><u>Ongoing Feedback</u></p> <ul style="list-style-type: none"> • Seek stakeholder feedback on new actions and behaviors. May include: <ul style="list-style-type: none"> • 360 assessment (live) • 360 assessment (auto) • Shadow review/coaching • Link to performance evaluation conversations <p style="text-align: center;"><u>Iterate and Refine</u></p> <ul style="list-style-type: none"> • Reflect on actions taken • Capture of key lessons • Implement refined or new behaviors and approaches • New or refined measurements as needed • Internalize lessons learned • Celebrate small and large wins <p style="text-align: center;"><u>Outcome:</u></p> <ul style="list-style-type: none"> • Sustained behavior change • Performance improvement • Improved self-confidence • Desire for continued improvement • Desire to take one's ability and performance to a new level
<p><u>Iterative Learning Process</u></p> <p>Use Attentional Leadership™ skills to shift between long-term development goals and immediate issues and challenges. Identify changes that can be made in daily practice and solutions that can be applied to current challenges. Constant reflection on what's working, what's not, and the agility to pivot towards principles and practices that work and produce desired results.</p>		