

The structured approach in your individual Focus Coaching:

1. Step Building Awareness: Establish Baseline and Gather Information

- Initial meeting to establish the focus topics and development areas
- Review of existing assessment and performance data
- If applicable: Selection of interview partners for a 360 interview round, conducted by the coach – structured interviews with 6 to 8 stakeholders
- First joint discussion about goals and measurements for success with coachee, HR, Superior and Konrad Lenniger
- Establishing desirable outcomes and possible measurements of the Focus Coaching

2. Step Building Commitment: Generate Coaching structure and next steps

- Integrate all data and findings in the situational analysis and map them against the defined goals
- Develop a draft road map, identify early wins for success
- Identify possible stakeholders for networking and influencing success

3. Step Implementation: Integrate and reflect

- Interactions by the coachee according to the coaching plan
- If applicable: Shadowing by the coach in real life situations to evaluate impact
- Reflection within the coaching sessions to maximize success
- Second joint discussion about goals and measurements for success with HR, Superior and Konrad Lenniger
- Monitoring outcomes and measurements of the Focus Coaching
- Define precise next steps

4. Step Evaluation: Next steps

- If applicable: Second 360 interview round, conducted by the coach – structured interviews with 6 to 8 stakeholders to evaluate the changes and communication impact of the coachee
- Reflect on the goals and outcomes and define the next steps with coachee (after the coaching ends)
- Final joint discussion about the achieved goals and future measurements for success with coachee, HR, Superior and Konrad Lenniger
- Final review of the coaching process between coachee and coach