



110 West Group Executive Coaching

What is Executive Coaching?

Executive coaching is a collaborative, solution focused, results oriented and systematic process that inspires the client to maximize personal and professional potential. It is designed to facilitate the identification and development of personal, professional or business goals, and to build and execute a strategy for achieving those goals. Executive coaching engagements with 110 West Group are 6 or 12 months in duration.

What Does a Coaching Engagement Include?

Sessions with Coach

- Orientation/kick-off session to discuss current situation, initial goals, and logistics of coaching engagement
- Regular coaching sessions every 2-3 weeks for 50 minutes
- Unlimited access to coach between sessions by text, email, etc.
- Engagement wrap-up session
- Tune-up session 3-4 months after end of engagement

Feedback Gathering & Goal Planning

- 360 online assessment and 90-minute debrief
- Goal-setting template to set goals for engagement
- Optional for additional fee:
 - Narrative feedback: 30 minute 1-on-1 interviews with up to 6 stakeholders, summary report
 - *6-month engagement*: Updated 360 online assessment and/or narrative feedback at end of engagement
 - *12-month engagement*: Updated 360 online assessment and/or narrative feedback at mid-point and/or end of engagement

Meetings with Manager (*if applicable)

- Alignment meeting(s) with direct manager after initial goals are set
- Mid-point check-in
- Closing meeting

Sample 6-Month Engagement Schedule

Month 0	Month 1	Months 2-5	Month 6
<ul style="list-style-type: none"> • Orientation/kick-Off • Assessment administration • Narrative feedback interviews (optional) 	<ul style="list-style-type: none"> • Assessment debrief • Goal-setting • *Alignment meeting • Regular coaching 	<ul style="list-style-type: none"> • Regular coaching • * Mid-point check-in 	<ul style="list-style-type: none"> • Regular coaching • *Closing meeting • Coaching wrap-up • Schedule tune-up