

Making Executive Coaching Work for Your Organization

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When to Consider Executive Coaching

- Developing high potential talent
- Building competencies
- Supporting successors during transitions
- On boarding and acclimating new hires
- Dealing with behavior and performance issues
- Supplementing leadership development programs
- Adjusting to an expanded or new role
- Implementing a new strategy or change

Creating a Coaching Culture

- Start with the Executive Team
- Link coaching with leadership development
- Make coaching a tool for supporting high performers, not just managing poor performers
- Link coaching goals to business goals
- Provide opportunities to practice and master new skills
- Keep key stakeholders in the loop
- Supplement coaches with internal mentors

How to Select a Good Coach

- Build a pool of coaches you can count on
- Rely on proven experience and results
- Clarify coaching goals and set realistic expectations
- Evaluate coach's learning models and skills
- Develop a process for interviewing potential coaches
- Trust your gut reaction to potential coaches

Key Interview Questions for Potential Coaches

- What types of people and issues have you worked with?
- What kind of results did you achieve?
- What is your coaching model and process?
- Where did you get your training?
- Is there anyone you would turn down?
- How do you deal with resistance?
- How would you define the difference between therapy and coaching?
- What's your greatest strength as a coach?
- What's your policy for keeping key stakeholders in the loop?

Options for Change Background

- Founded in 1980, specializing in organizational consulting, coaching, teambuilding and training
- Intellectual property based on the best of systems thinking, change management, family systems and organizational development
- Trained and coached other consultants and professionals on change, teams and coaching
- Developed over 600 pages of proprietary strategic and tactical tools and training on the web for
 - Culture change
 - Change management
 - Executive coaching
 - Team development
- OFC has worked with over 500 organizations and 1000 leaders and teams

The S⁴ Action Learning Method™

1. Systemically assess the business situation
2. Self-reflect on your part in the system
3. Strategize alternatives to achieve better results
 - Choose the best fit
 - Try it out
 - Evaluate the results
 - Modify as necessary
4. Sustain the new behavior with commitment, practice, support and feedback

Sample Client List



GLOBAL KNOWLEDGE NETWORK



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Our Specialty Is...

- Reframing problems in solvable terms
- Building trust and encouraging risk-taking
- Overcoming resistance and achieving buy-in
- Confronting problem behavior and supporting change
- Intervening at critical developmental moments
- Optimizing the performance of individuals, teams and cultures