



Coaching Services

What you practice most, you become.

Today's challenging business environment demands that your organization sustain its competitive advantage to remain successful. You need leaders at every level who can create and execute strategy, navigate change and inspire commitment. Right's coaching produces significant benefits and results for individual leaders, leadership teams and the organization overall.

Right's consultants are experienced, senior-level business professionals who can help leaders achieve, through one-on-one coaching, real results and measurable change. Coaching Services is a positive process that focuses on practical steps to reach optimum performance levels.

Right offers a range of individualized Coaching Services for leaders:

- **Targeted Coaching** – These sessions are typically targeted to one or two areas of development (e.g. delegation or influencing). This program is most appropriate as a follow-up to other assessment or development activities.
- **Leadership Coaching** – This service includes assessment activities, monthly or bi-monthly coaching sessions, initial and follow-up meetings with the boss, shadowing, formal 360° surveys, interviews, calls, etc. It is most appropriate for leaders who need to accelerate their development in complex or broad skill areas (e.g., becoming more strategic).
- **Strategic Leader Coaching** – Senior executives require the most flexibility and customization in their coaching program. This typically entails an initial meeting to identify what area(s) the executive wants to target, some diagnostic activities such as personality testing or interviews with key people, and then short (two-three hours), highly efficient coaching sessions.

THE COACHING PROCESS

Coaching Services is a customized, two-phase service that begins with individual assessment and creation of a development plan. The actual coaching provides specific and measurable growth by equipping leaders with the specific tools, knowledge and opportunities for both self-development and sustained behavioral change.

By focusing on positive modifications in behavior and approach, leaders can enhance their influence and focus on practical steps to reach high performance and effective leadership. Thus, individualized coaching typically generates the following positive outcomes:

- **Enhancement of leadership capabilities**
- **Great resiliency in effectively adapting to change**
- **Leveraging of existing strengths**
- **Sustainable, observable behavioral change**
- **Resolution of identified areas for improvement**
- **Accelerating skills acquisition to enhance performance**
- **Increased effectiveness of job performance**
- **Increased control over career path**

At the conclusion of each Coaching Services engagement, Right conducts a thorough review of the progress made against the criteria established for the individual being coached. Research shows that the real effects of coaching live well beyond the engagement, creating opportunities for further development, additional insights, and improvements in individual and organizational effectiveness.

COACHING LEADERS...

Enhances individual performance
Increases organizational performance
Generates greater team productivity
Produces better results faster