radiance learning

ROI Coaching Process – 6 month contract

Client Engagement Secured

Laying the foundation and ensuring success baseline measure

Planning Phase

- 1st Client conversation tool
- 1st Sponsor conversation tool
- Client induction tool

Discovery and measure

Assessment Phase

- Mental models process
- 360 interview report
- Personality assessment (optional)
- Create development plan
- Review development plan with Sponsor
- Pre-coaching Client survey

Accountability and measure

Coaching Phase

- Hold client accountable to development plan
- Help remove barriers/obstacles to plan
- Just in time coaching (as needed)
- Mid 3-way meeting (Client, Sponsor and Coach)
- Final 3-way meeting (Client, Sponsor and Coach)

Final measurements

ROI Phase

- Client post coaching survey
- Sponsor post coaching survey
- Associate pre/post coaching survey (optional)
- Coaching scorecard

512.306.0346
radiancelearning.com

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