

Professional coaching is a focused, customized learning experience. By participating in coaching, executive leaders have the freedom to explore their business challenges and create a personal learning strategy that effectively leverages their experience and talents. A coach can help the learner meet various business situations with increased insight and focus, creating a pattern for learning and change based on self-knowledge.

Professional coaching draws on a variety of learning tools and activities including assessment, dialogue, on-the-job assignments, and evaluation.

At Eastman & Guare, both coach and leader are partners in constructing the most viable learning plan that will successfully benefit the individual leader and organization. Team coaching is also beneficial to help leverage talents or create new behaviors.

## Professional Coaching Benefits

- Customizes and focuses development for Individuals or teams
- Considers specific organizational culture and current business realities
- Adapts to specific job responsibilities, tasks and leadership style
- Promotes experiential, real-time learning activities

## Professional Coaching Components

- Assessment - Use both formal and informal methods
- Learning contract - Support mutually agreed-upon goals and process
- Evaluation - Assess regularly to ensure progress
- Outcomes - Facilitate growth, development and change