



Caliper Executive Coaching

PROGRAM FEATURES

For the Individual...

- *Connects the individual with his or her potential, motivation and unique talents*
- *Builds awareness of the impact that an individual's style has on inspiring or de-motivating others*
- *Fosters stronger critical-thinking and decision-making skills*
- *Develops more effective interpersonal communication*
- *Increases productivity*

For the Organization...

- *Preparing future leaders so they are ready when your company needs them most*
- *Improved capacity to deal with rapidly changing environments*
- *Improved morale and creativity*

An individualized learning process that builds a person's ability to achieve personal and professional goals

Caliper's Executive Coaching is a powerful process that supports change and goal attainment by helping people understand their individual management styles, how well it's working for them and what they can do to be more effective within the company's culture.

Questions to ask yourself:

- **Have efforts to change myself, my team or my company been disappointing?**
- **Do we develop new ways to attack old problems or do we simply repeat the same mistakes?**
- **Are we sharpening the skills of individuals who have been identified as future organizational leaders?**
- **How are we helping our current executives deal with a rapidly changing work environment?**
- **Do our senior executives focus on the challenge of managing and mentoring younger workers?**

There are many reasons that an organization or individual might choose to work with an executive coach. These can include factors as wide ranging as working to develop an employee's leadership ability as part of a succession management program, to seasoned managers being given stretch assignments as a way to keep them challenged and motivated.

Other reasons for Executive Coaching can be:

- A gap in knowledge, skills, confidence, or resources
- A desire to accelerate results
- A leadership style that is ineffective within a specific corporate culture
- A need to develop more effective communication skills
- Developing the ability to present ideas more successfully

How it Works

The process of coaching is a cycle that includes an assessment of the situation, planning a course of action, feedback, coaching sessions, and the measurement of progress.

Depending on the individual and organization, various assessments may be used, so that results and progress can be measured in real and tangible ways. Assessments such as the **Caliper Profile** and **Caliper Three Sixty Plus** gather information so an objective perspective can be obtained.

By using these two assessments together, the Caliper Coach can work with the participant so that they understand how their behavior at work is perceived by managers, peers, and direct reports. By incorporating the Caliper Profile, they gain new insight into how their personality traits and motivations drive that behavior.

We find that once the participant better understands the motives driving their behavior, feedback can be easier to accept, coaching effectiveness improves dramatically, and measurable performance improvement results. In addition, each participant will have a clear perspective on the company's objectives and an understanding of the factors that will drive the attainment of these goals.

Benefit to the Organization

While Caliper Executive Coaching focuses on the individual, there is also a strong return on investment to the organization—a much stronger return than traditional classroom-style training. Coaching uses current work issues as its foundation and this gives individuals the opportunity to apply the techniques they have just learned to real-life challenges. They can then discuss the outcome with their coach, so growth is fast and effective.

Since coaching often takes place in the workplace, it saves time and avoids the inconvenience and cost caused by employees receiving training offsite. In addition, it addresses some of the main reasons why past training may have failed to produce any strong or lasting results in the workplace.

Ultimately, coaching will result in:

- More motivated and productive employees contributing more to the bottom line
- Executives who feel confident and can make tough decisions
- Improved capacity to deal with rapidly changing environments

Executive Coaching helps people within your organization build new skills and competencies, so that they are ready to lead when that leadership is needed most.

Measure Progress

Since the purpose of coaching is to facilitate behavioral change, the best way to assess the effectiveness of Executive Coaching is the results of the Personal Development Plan. This plan will contain specific behavioral changes as goals, and dates by which these new approaches should be implemented and working.

Additionally, re-administering the **Three Sixty Plus** approximately six months after the initial session lets the participant know that his or her hard work is paying off, while also identifying areas of growth and opportunities for continued development.

Succeeding, now more than ever, is about identifying, developing and retaining top performers. And Executive Coaching is the surest way to nurture the potential leadership of your organization. When all is said and done, that alone is your competitive advantage. ■

“We have been working with Caliper in a coaching capacity and the feedback that our employees have gotten from Caliper has proven to be an eye-opening experience.”

*Karen Mitchell, HR Manager,
Behringer Harvard*

About Caliper

Caliper can help your company achieve its goals by aligning the talent and potential of your employees with the needs of your business. For nearly a half-century our expertise and accuracy, combined with the depth of our personalized approach, has enabled our consultants to provide the objective insights needed to help more than 25,000 companies succeed.

By helping you hire the right people, manage individuals more effectively and develop productive teams, we are able to bridge the gap between where your company is and where you'd like it to be.

CALIPER

Real People. Real Challenges. Real Solutions.

506 Carnegie Center, Suite 300
Princeton, NJ 08540
609.524.1200
www.caliperonline.com
Email: information@calipercorp.com