

Executive Coaching & Development Package

Overview

This executive coaching package being offered by MDI, through CDR Assessment Group, Inc., is for those leaders who have the courage and commitment to get serious about personal growth. This process is an invigorating, eye-opening process that digs deeper, beyond traditional development methods, to get at what matters most about being the best. The break-through assessment tools used fast forwards the coaching process so that executives do not waste precious time, energy or funds trying to develop in broad or non-productive ways. Feedback is not soft-pedaled or generic. This package includes in-depth assessment, 8-hours of actual coaching, and the preparation of an individual developmental action plan.

Begins with In-Depth Assessment Using:

360 Leader Scan™ allows those impacted by a leader's performance to provide candid, relevant feedback. With this tool, executives get a reading on how their performance behaviors and communication affects others. Executives may include up to 12 input providers for this online feedback process. This is an essential tool to understand "external" perceptions that can significantly impact one's career successes and/or failures.

CDR 3-Dimensional Assessment Suite® is a revolutionary tool that equips executives and leaders to dig deeper "beneath the surface", beyond external observations. The CDR 3-D Suite offers an inside-out clear focus of a leader's:

- character (acumen, EQ, behavioral competencies, and more),
- inherent risk factors that can derail effectiveness, and
- drivers and motivational needs.

These insights help executives move forward faster to accurately formulated and impactful action plans.

Executives Matched with Certified Executive Coach

Coaching Process Includes: 8 hours of Coaching Contact:

- Coaching Feedback Session I - Debriefing 360 Leader Scan Feedback (2 hours)
- Coaching Feedback Session II - CDR 3-D Suite Feedback & Linkage to 360 Feedback (2hours)
- Developmental Action Planning Coaching Session (2 hours)
- Coaching Dialogue Sessions (check in points – total of 2 hours dialogue generally by telephone)

General time frame for completion of this executive coaching package – three to five months.

Extended Coaching Services Option

Additional coaching contact hours and consulting processes can be expanded to include more face-to-face follow-up coaching sessions, facilitated developmental feedback sessions, strategic leader team development sessions, and more. Fees will be determined based on the specific terms of extended coaching/consulting services. These additional services may be advised when there are major organizational challenges/changes underway, for situations where a career intervention is needed, when the rapid optimization of strategic talent is imperative, or when the situation analysis calls for heightened coaching/consulting support.



Building People Who Build YOUR Business...
...Is OUR Business

Southwest Missouri State University

College of Business Administration
1•800•733•3203 • 417•836•5667

©CDR Assessment Group, Inc., All rights reserved.

Objectives of Executive Coaching

Coaching Goals for Executive Clients:

- Strengthen interpersonal communications, increase trust levels, and promote supportive collaborative relationships
- Understand personal leadership acumen and forte from an “inside-out” perspective
- Clarify personal role in delivering results and accountability
- Develop a clear vocabulary and dialogue to clarify others’ perceptions; enlist continued feedback and developmental support by team members and stakeholders
- Improve adaptiveness and the ability to make and sustain positive changes; identify best approaches to champion value-added changes
- Improve an executive’s ability as a leader-coach, mentor and development advocate for others
- Adapt behaviors that show credible concern and compassion for others
- Manage personal behaviors and coping strategies productively and in harmony with core values, even during times of stress; recognize inherent risks and develop approaches to more effectively prevent missteps or derailment.
- Demonstrate commitment, advocacy, and courage to enhance leader success
- Use candid reviews and discourse to fortify the leader’s legitimacy and provide dialogue that promotes reinforcement of leadership integrity
- Understand their leader acumen and best strengths--including their strategic leadership perspective and their operational leadership capacity--and develop and leverage accordingly
- Enhance objectivity and broad-mindedness
- Improve decision making and ability to make the right things happen
- Form an accurate road map for personal development – i.e., the lens to focus on the things that matter and will make a positive difference rather than wasting time, resources and energy on the things that don’t matter or that can’t be changed
- To understand their leadership makeup from its internal sources, linked to performance observations, team contributions, core values, business strategies and goals
- Heighten personal enrichment and satisfaction, improved camaraderie, renewal of team and organizational spirit; and,
- Develop a succinct action plan for development and growth with specified learning activities or projects and time frames.

Contact MDI Today

Management Development Institute
College of Business Administration
Southwest Missouri State University
901 S. National Ave.
Springfield, MO 65804



417.836.5667
1.800.733.3203



417.836.7666



www.mdi.smsu.edu



Building People Who Build YOUR Business...
...Is OUR Business