



ICARUS

EXECUTIVE COACHING OVERVIEW

LET'S DEFY GRAVITY

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INTRODUCTION

Icarus Consulting partners with organizations and their leaders and executives to strengthen leadership capability and cultivate relationships that enhance the leaders' ability to influence, collaborate, motivate, and lead. We guide our clients through a process that results in increased self-awareness; stronger emotional intelligence; enhanced decision-making ability; and the identification of ways to contribute beyond their core responsibilities. We help our clients understand the importance of balancing results with authentic relationships and build the skills necessary to act on that understanding.

OUR MODEL

Icarus Consulting partners with executive leaders as a trusted advisor thought partner, and strategist to maximize the leader's positive impact on peers, direct reports, and the broader organization. We refer to our executive leadership coaching as a “high touch” experience. This means that in addition to the monthly or biweekly coaching sessions (in person, by phone, or Skype), we like to observe the leader in his/her work setting to understand how they “show up” real-time. This observation helps to inform the coaching process and helps to identify any issues that do not surface through feedback and assessment data. We are also available between sessions as needed to support the leader by phone.

We guide executive leaders through a process of intentional change which includes five components: 1) Definition of the leader's “ideal self” 2.) Clarity on the leader's “real self” 3.) Agenda for learning 4.) Experimentation and Practice, and 5.) Establishing the relationships that support learning and help sustain change. The success of this model is based on leveraging the leader's strengths while addressing the performance gaps between the ideal and real selves.



OUR PROCESS

We employ and customize the steps outlined in the coaching partnership based on the goals and needs of our clients to ensure the best possible outcomes.

Goal Clarity and Goal Setting

Clients often come to a coaching relationship with an assortment of goals. The first step in the process is to clarify those goals to ensure a focused and productive coaching relationship. The goals are prioritized by level of importance and impact. The leader's leader is also asked to identify specific goals for the coaching relationship, which ensures that individual and organizational goals are met.



Stakeholder Feedback

Understanding the perceptions of key stakeholders is an essential aspect of self-awareness and professional growth. The coach and the client collaborate to customize a feedback tool that provides insight into how others perceive the client. The summarized feedback is used to develop action steps for leveraging strengths and addressing development areas.

Assessment Tool

Depending on the person, we use an assessment tool that highlights the impact of emotional intelligence at work and offers suggestions for working with direct reports, colleagues, supervisors, and clients more effectively.

Conversation - Assessing Individual Needs

We do not often make time for the essential discussions that help to uncover and clarify individual needs. This process is a series of 1-1 facilitated talks between the leader and his/her direct reports and the boss to ensure that the needs of these critical stakeholders are known and discussed. It is also an opportunity for the leader to clarify his/her needs and expectations. This process may also be used to help resolve the conflict between the leader and other key stakeholders (peers, colleagues, or clients).

Strategic Planning

The client and the coach create the strategic plan that integrates goals, data from feedback (if collected), and assessment data to establish a relevant development plan. Strategic planning is an iterative process. During each session, the coach and the client review the results from previous commitments and update the plan with new steps and actions. Corporate coaching engagements include a buy-in meeting with the client's leader.

Follow-through

Follow-through is about accountability and commitment to the strategic plan. The coach serves as the leader's accountability partner. Corporate coaching engagements include 2-3 informal feedback conversations with the client's leader throughout the process.



Mastering Skills

Full commitment to the goals and desired outcomes may require the acquisition of additional skills and knowledge. This may simply need the consistent practice of behaviors; other times, it could include learning from others such as mentors and colleagues, reading, or formal education.

Results

The outcome of the coaching partnership is evaluated using the pre-established goals as a measure.

OUR SECRET SAUCE

Our budget-friendly approach achieves the desired objectives using cost-effective methods. For example, our coaching sessions are 60 minutes in length and can be conducted in person, by telephone, or via Skype. While the coaching process is structured, it is also flexible to ensure that the client's development needs are always met.

COACHING SERVICES

- 1:1 Coaching
- Group Mentoring & Coaching
- EQ Assessment

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