



# MMM Training Solutions

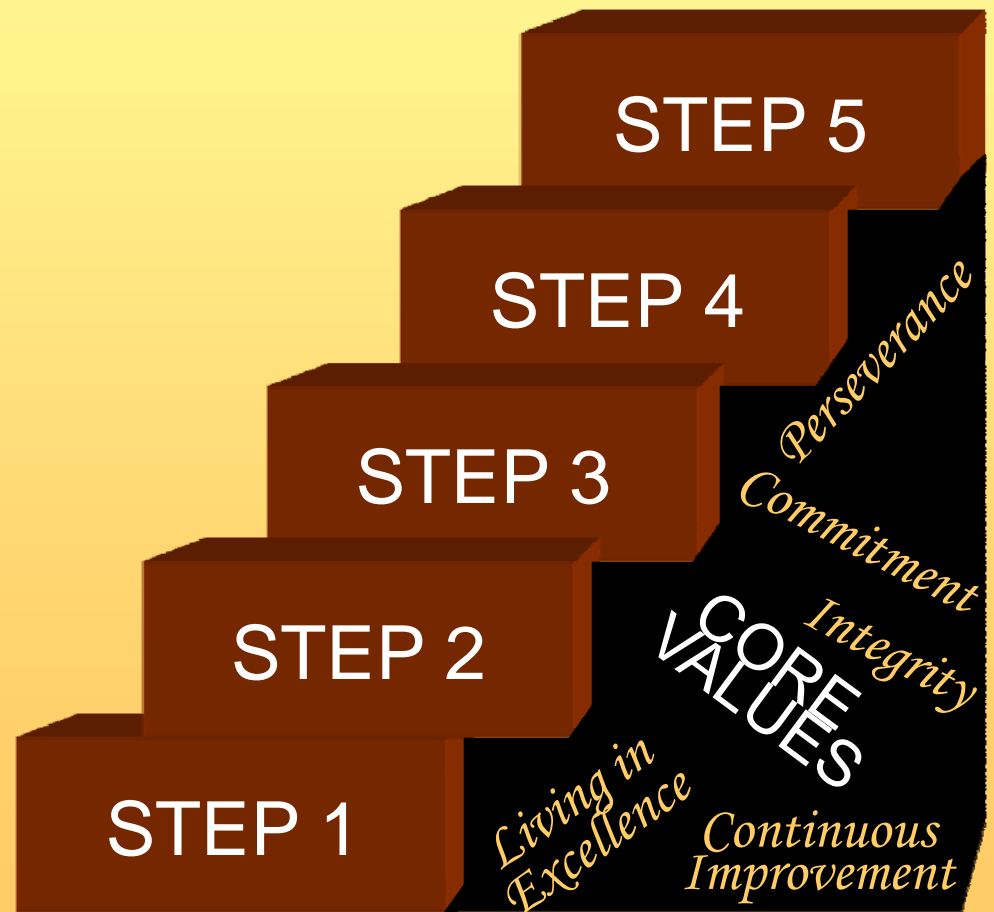
## EXECUTIVE COACHING PROPOSAL

The executive reflects on the current situation in light of their future goals. This helps to enhance self-awareness and identify areas to address.

### Role of the Coach

- Facilitates process of reflection through the use of assessment instruments
- Important to create trust through effective rapport building

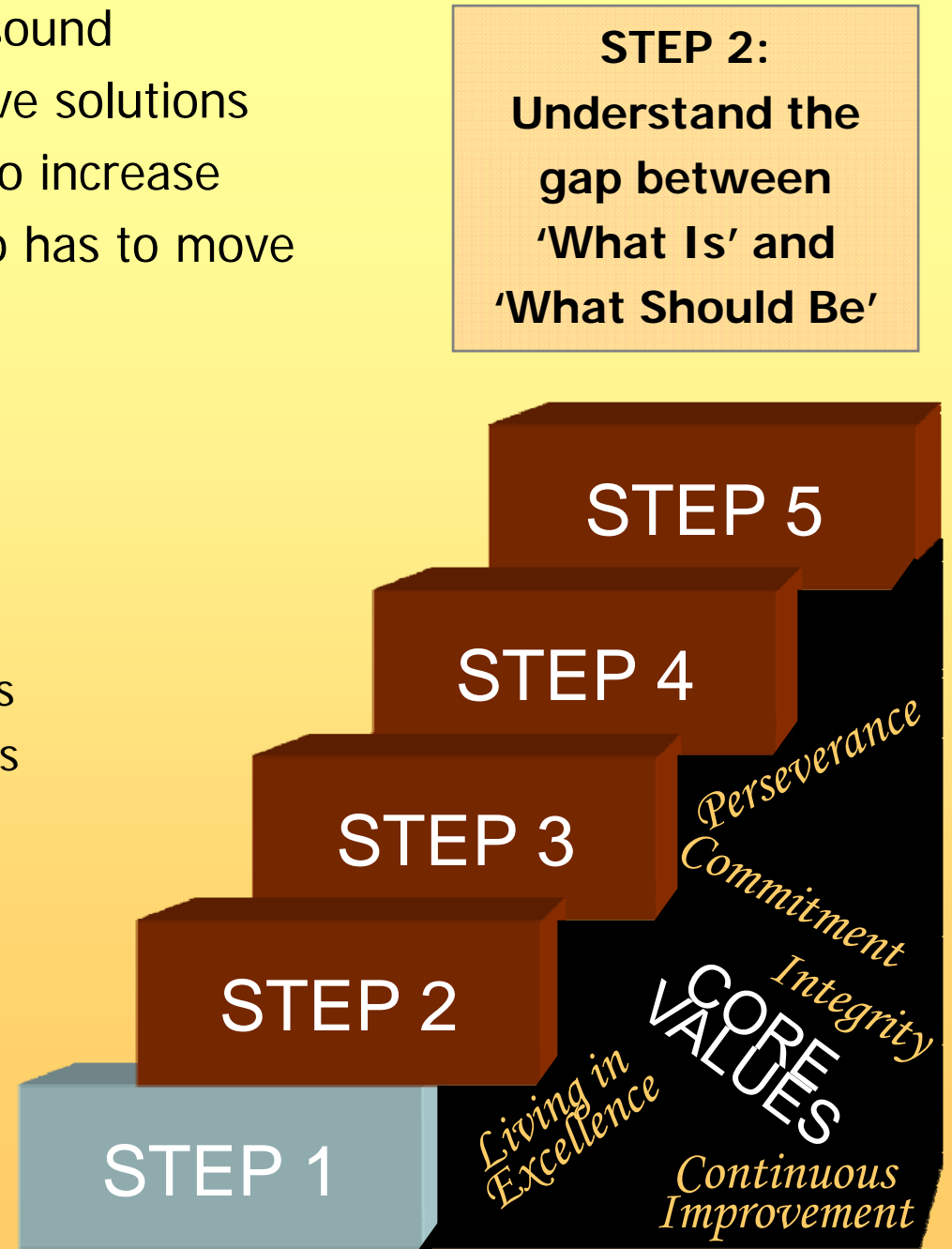
**STEP 1: Understand  
'What Is' and 'What  
Should Be'**



Broadens perspective and creates a sound foundation for development of creative solutions and behavioral change. Objective is to increase choices available to an executive who has to move into un-chartered territory.

**Role of the Coach:**

- To create a deeper understanding of his/her areas of improvement and the skills necessary to bridge this gap
- Utilizes a variety of tools and techniques to enable 'break-out' of habitual patterns and explore new ways of thinking
- Brainstorms a variety of alternatives to the current situation, probing beyond initial responses to unearth a broad spectrum of options
- Encourages precise definition of goals

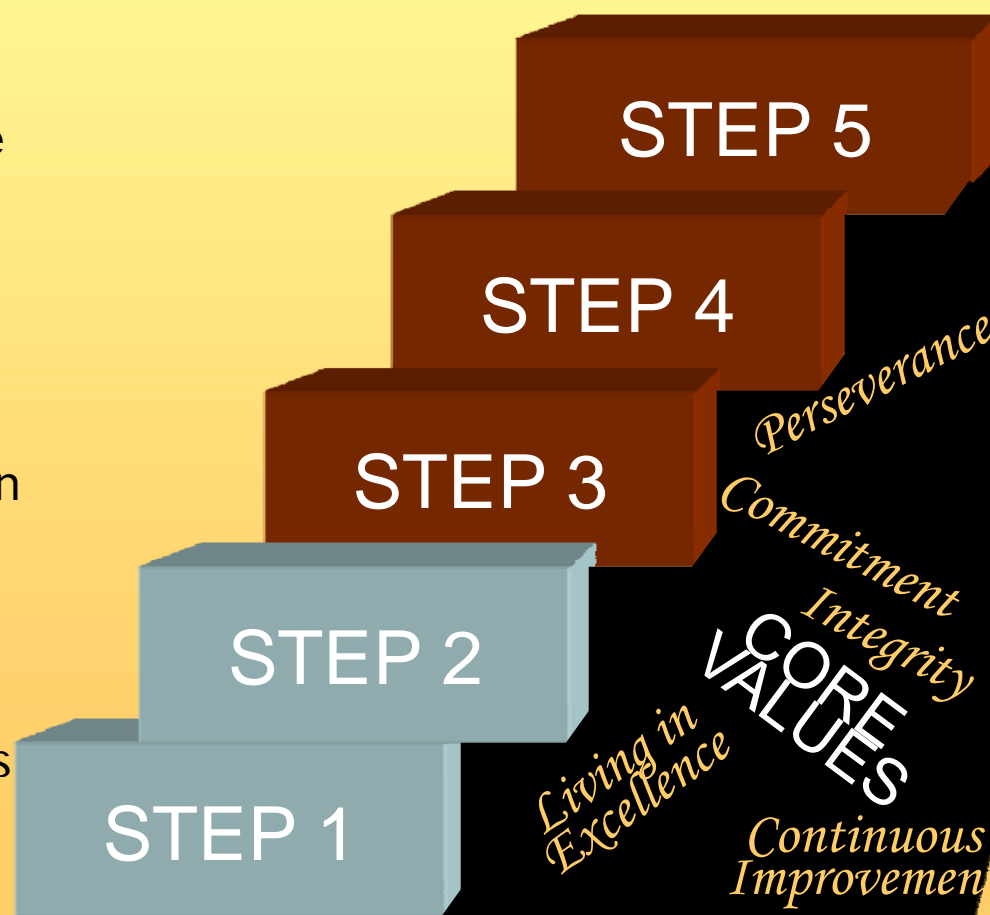


A concrete and pragmatic action plan is designed. The aim is to develop a wide range of methods to achieve it. At this point, the purpose is not to find the "right" option, but rather to stimulate the executive to develop an abundant array of alternatives.

### Role of the Coach

- Creates a detailed action plan with the client
- Works with the client to check feasibility and achievability of plan
- Fixes the action plan in writing
- Ensures commitment to the action plan
- Uses a broad spectrum of techniques and questioning styles to stimulate client to generate options
- Ensures that client "owns" the options generated

**STEP 3: Create an 'Action Plan' to bridge the gap**



The coach actively teaches the skills that are needed to leverage the strengths of the executive that will enable him/her to implement the 'Action Plan'.

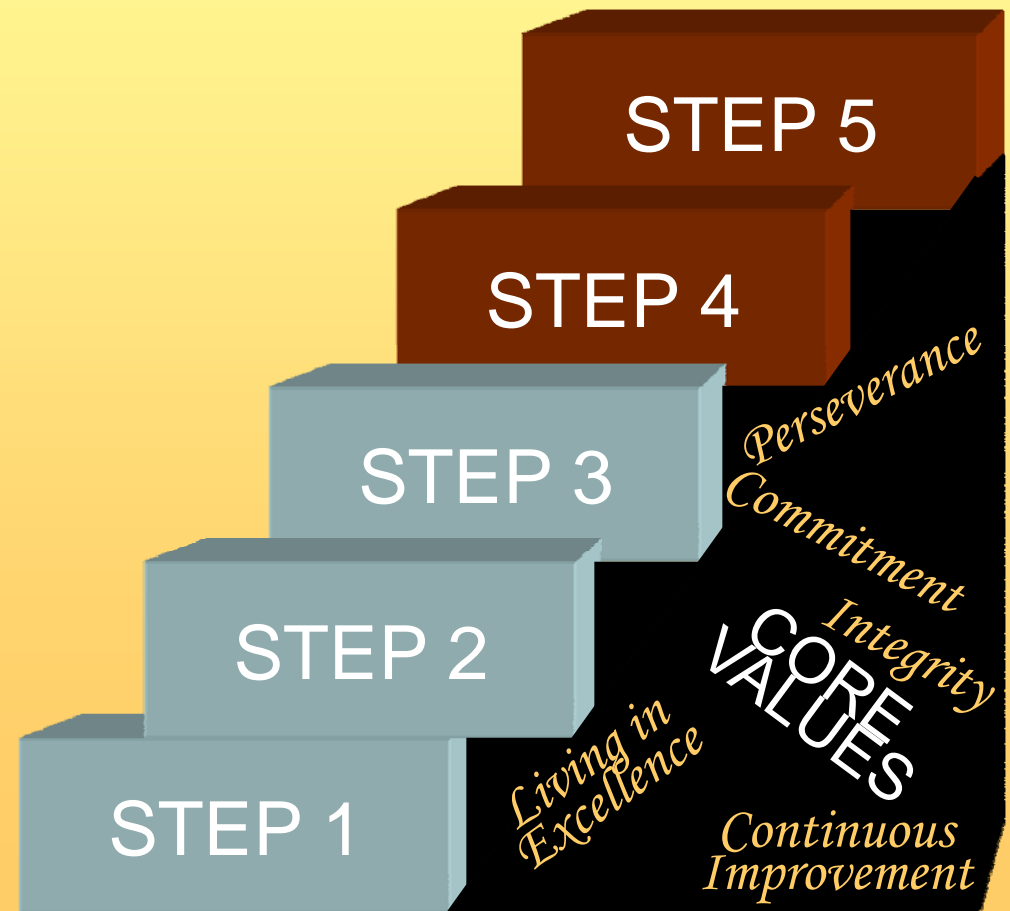
### Role of the Coach

- Communication Skills
- Influencing Skills
- Interpersonal Skills
- Developing Others
- Motivating Others

### Interpersonal Skills Developing Others

- Facilitating discussions
- Recognition and Rewards
- Coaching and Mentoring
- Setting team goals
- Giving and Receiving Feedback
- Building team cohesion
- Delegating
- Mentoring workers and team members

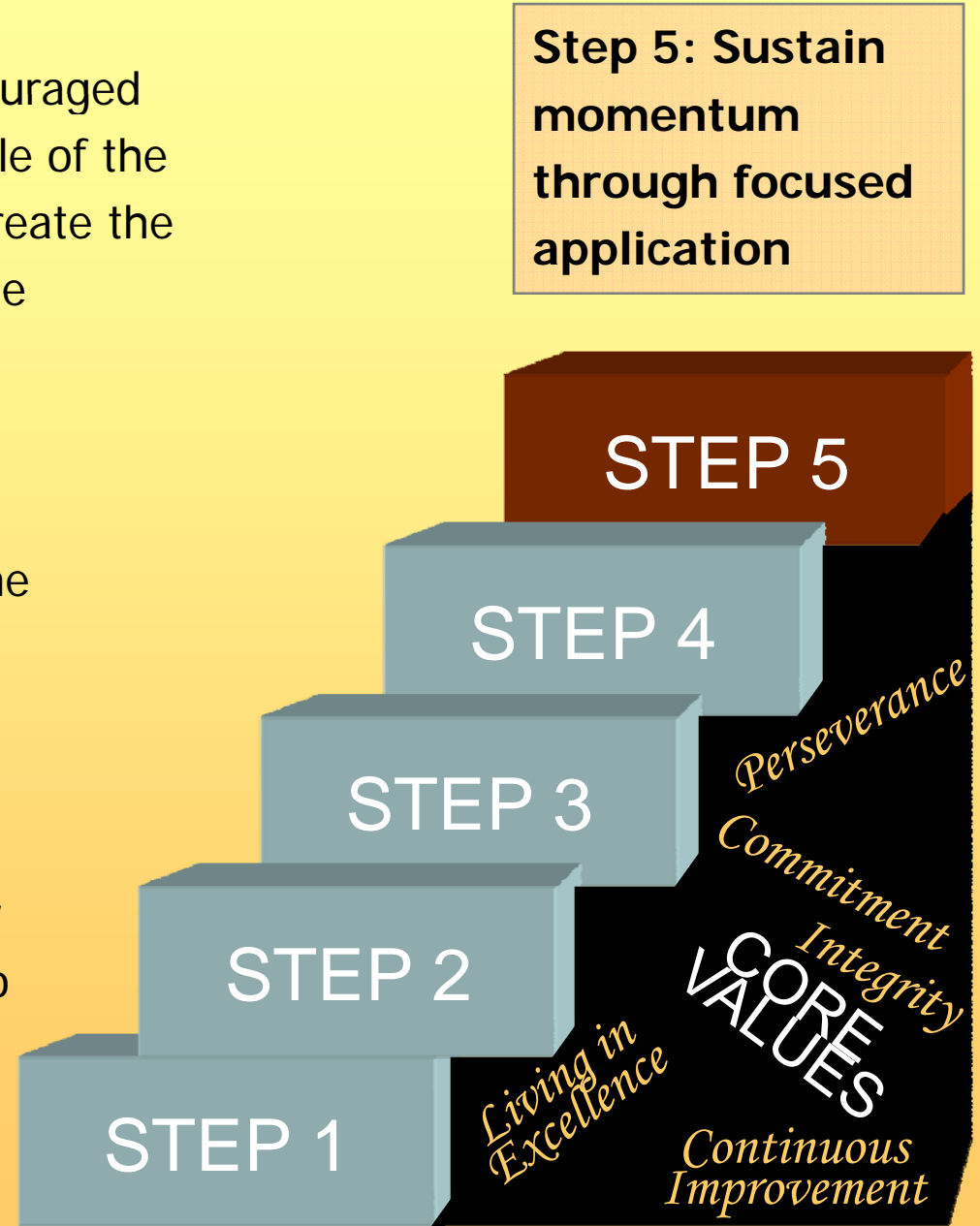
**STEP 4: Hone strengths and skills to effectively implement the 'Action Plan'**



Until the new perspective and behavior becomes a reality, executives who are in the transformation process need to be encouraged and reinforced - which is the primary role of the coach. Cumulative small action steps create the critical mass necessary to accomplish the desired goal.

### Role of the Coach

- Demonstrates continuing interest in the development of the executive through encouragement and reinforcement
- Tracks the progress of the goals very carefully
- Ensures that the skills are successfully transferred to the executive in order to avoid dependency issues



## Core Values of Leadership

'Core Values' is to leadership, as mortar is to bricks.

The following values will be deeply entrenched in every facet of the Coaching program:



Please refer to the Word document for a related case study.



***THANK YOU***