

CCL COACHING FOR LEADERS



Your organization's leaders are critical to achieving your mission and goals. Coaching helps leaders hone-in on important relationships, build empathy, and leverage strengths.

Today's world requires leaders to manage constant change while inspiring others. Investing in coaching not only supports your leaders as they work to achieve critical outcomes for your organization but, when done right, can positively impact your entire organization. By partnering with CCL, you can make a difference in your leaders and in the individuals they interact with each day.

The results of executive coaching include, but are not limited to:

- Facing disruption effectively
- Overcoming bias
- Improving agility
- Increase engagement
- Improvement in team leadership performance
- Sustainable organizational change
- Increased emotional intelligence and self-awareness
- Higher levels of leader resilience
- Development of strategic thinking skills
- Fostering stronger networks

CCL Coaching Packages for Leaders:

It's quick and easy to get your leaders the support they need. Our packages are available for 6, 9, 15 or 21 hours of executive coaching.

Ideal for helping leaders get focused and grounded quickly, our executive leadership coaching can help with:

- Tools to manage disruption
- Diversity, Equity & Inclusion
- Leadership agility
- Employee engagement tactics
- Team leadership performance strategies

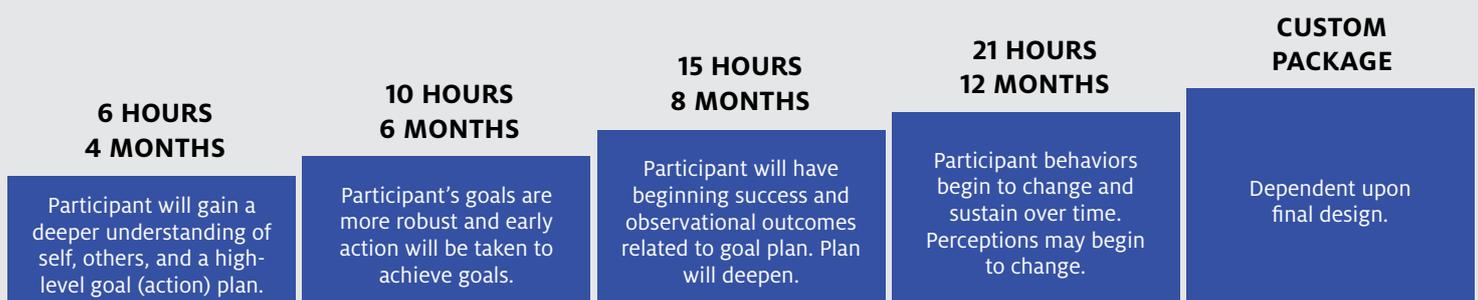
The CCL Coaching Difference

CCL's time-tested coaching programs provide coaching, at scale, for your organization. As a global provider of coaching leveraging world class coaches, we closely manage our coaching practice to be in alignment with CCL's research, mission, and expertise.

CCL coaches are highly experienced in the fields of human development and leadership development. Coaching Practice Leaders select, train, and mentor our coaches, ensuring the highest quality, execution, and governance.

CCL has designed client-centric coaching processes to ensure a best practice approach and consistency across all engagements while allowing for customization at the individual level.

Depending on your desired outcome, CCL's coaching packages are designed for your needs



4 hours of every package are allocated to: **PREPARE, ENGAGE** + Remaining hours are flexible: **APPLY**

4 hours of every package are allocated to:



- 1-hour Orientation



- 2-hour Assessment debrief
- 1-hour Goal planning session

Remaining hours are flexible:



- Coaching sessions
- Stakeholder interviews
- Boss/Manager alignment meetings

Signature

EXECUTIVE COACHING	NON-EXECUTIVE COACHING
<ul style="list-style-type: none"> • Assessments <ul style="list-style-type: none"> • Benchmarks® for Executives 360 • Hogan Leadership Forecast Series™ • Utilization Report • Good fit interview with two coaches 	<ul style="list-style-type: none"> • Assessments <ul style="list-style-type: none"> • Benchmarks® for Managers 360 • Workplace Big Five Profile™ • Utilization Report • Direct match from a pool of selected coaches

Signature @ Scale

EXECUTIVE COACHING – 10 OR MORE PARTICIPANTS	NON-EXECUTIVE COACHING – 10 OR MORE PARTICIPANTS
<ul style="list-style-type: none"> • Assessments <ul style="list-style-type: none"> • Benchmarks® for Executives • Hogan Leadership Forecast Series™ • Executive coaching reporting including Aggregate 360 Thematic, and Utilization • Good fit from two coaches in selected pool of coaches 	<ul style="list-style-type: none"> • Assessments <ul style="list-style-type: none"> • Benchmarks® for Managers • Workplace Big Five Profile™ • Utilization Report • Executive coaching reporting including Aggregate 360 Thematic, and Utilization • Direct match from a pool of selected coaches

Custom-Designed

All hours are flexible

EXECUTIVE COACHING – 10 OR MORE PARTICIPANTS	NON-EXECUTIVE COACHING – 10 OR MORE PARTICIPANTS
<ul style="list-style-type: none"> • Customized coaching is created for leaders facing complex and dynamic situations. • Includes typical elements of a coaching engagement but with unique time allocations, sequencing, assessments, or client/3rd party models. • Package may include Orientation, Assessment Debrief, Goal Planning. Remaining hours are flexible and designed to meet specific client driven targets. • This may also include observation, customization of reporting, or integration with client processes. 	<ul style="list-style-type: none"> • Matching: Typically, from a pre-selected pool of coaches. May include good fit calls at Executive Level only, depending upon design. • Number of hours: Customized to meet client needs. • Assessments: Customized to meet client needs. If client wishes to use their own assessment or non-CCL assessment we will factor in upskill time for CCL coaches. • Utilization report and additional reporting as determined by design.

“CCL provided personalized and customized coaching with realistic goal settings I found **extremely valuable for my professional life [and] personal life. I felt heard and understood** as I was guided to developing a plan to address my concerns.”

-Senior HR, Healthcare

“If you want to truly **take your skills to the next level**, you must be willing to objectively listen to input from your team, managers and colleagues. Selecting the appropriate audience with the guidance from your coach, gives the ability to truly **morph you into the leader you desire to become.**”

-Director, Manufacturing

“Coaching is an opportunity to learn more about ourselves. **No matter how experienced we are, we all can use someone to help us see leadership traits and situations from a different perspective.** What a great experience!”

-VP, Nonprofit