



TITAN GROUP LLC

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## Employee Training and Leadership Development



### What is Executive Coaching?

Executive Coaching targets leadership development, focusing on improving business results. It is comprised of a series of structured one-on-one interactions with a leader and a coach, over a 3-month to 12-month timeframe aimed at enhancing the leader's performance on two levels:

1. Individual Performance
2. Organizational Performance

### What is Accomplished Through Coaching?

Coaching is about:

- Identifying strengths and development areas, by helping leaders build upon their strengths and unlocking leadership potential
- Helping leaders to set professional development goals and to determine action steps that will help them achieve personal and professional growth

Titan has experienced coaches who serve as facilitators, encouragers, and sounding boards that help create a pathway to change by helping leaders lead more effectively through self-discovery and the development of day-to-day strategies and actions steps that can be implemented after each session.

### Titan Employs the Four A's of Coaching

**Awareness:** Through assessment and information gathering, the leaders, whether seasoned or high potential, will gain an understanding of how their performance links to the business goals, and confirm strengths and areas for development.

**Analysis:** Through feedback and planning we help the leader to determine how to build upon their strengths, and to improve in the areas of development in order to close the gap in their leadership capability.

**Action:** The leader will take defined action steps to apply key learning from the feedback and analysis. The leader will continue to get feedback from sponsor, and from coach, in terms of movement toward measurable goals. Self-feedback is also a key to our overall coaching process.

**Achievement:** The sponsor, leader and coach will conduct a review of the coaching process, the key areas of achievement. A 3-month complimentary post coaching check-in will be conducted by Titan to gain insight to sustained improvement.