



# Agile Coaching™

Coaching Framework to enable you to become  
*FOCUSED, FAST AND FLEXIBLE*

## AGILE COACHING™

At Agility Consulting we provide a full suite of leadership coaching services customized to your organization and individual leader needs. With our proven four-step process we bring a logical, systematic and results-driven approach to executive coaching. Specific, measurable outcomes for the process are identified up front, in collaboration with the individual and the organization.

**Overall Coaching Philosophy** -- Agility Consulting applies a systematic approach to Executive Coaching gleaned from years of practical experience and ongoing study and research in the areas of executive development, human behavior, and coaching. We have found that there are few substitutes for actual hands-on, meaningful business experience when it comes to assisting our clients in their development and business challenges. The depth of our expertise coupled with the selective use of tools and other instruments enable us to tailor our coaching to each client's unique needs for maximum results in the most cost effective manner possible. We believe senior executives are looking for pragmatic, laser-focused business coaches, not therapists.



Over a three to six-month period, your leader progresses through the following phases:

**Observation:** Through an appropriate assessment process, potential leaders gain an accurate and personal understanding of their leadership strengths and abilities, as well as the areas they need to develop. Awareness is cemented through use and review of highly credible assessment instruments.

**Orientation:** Combining new self-knowledge with an understanding of key organizational objectives, the executive develops and commits to specific, behavior-based action plans to accelerate leadership capability building and achieve business results.

**Decision:** Leaders execute their development plans in the context of their business strategy and goals, with checkpoints for assessing progress against specific criteria. Tangible business and personal goal achievement becomes a real outcome of the coaching process.

**Action:** The executive participates in a review and feedback process that pinpoints, both quantitatively and qualitatively, where he or she is achieving the desired professional goals and business results. The action steps are focused on how to sustain progress and build new capabilities.

