

# INTERNATIONAL EXECUTIVE COACHING

Leadership Development through Coaching by former Senior Corporate Executives

Our mission for International Executive Coaching is to provide your leaders with the skills and training necessary to work more effectively in a multi-cultural environment and assist them to understand and adapt to the U.S. business culture.

## Discovery Phase

Results: Develop a list of specific areas to be addressed through the following sources.

- The Candidate's Manager
- Human Resources
- Self-identified Areas of Cultural Differences
- The Birkman Method® Assessment Tool
- The Mulling Factor© Assessment
- 360° Customized Survey, if desired
- Surveys to establish a base line

## Delivery Phase

Results: Develop an effective leader by modifying their behavior

- One-on-one Meetings with their Executive Coach
- Cultural Assignments Given for Implementation in Work Environment
- Follow-up of Each Assignment during One-on-one Sessions
- Video-taping for Self-awareness

## Evaluation Phase

Results: Ensure the necessary behavior modifications are achieved to meet the expectations of the client.

- Review Progress during Feedback Sessions with Candidate, their Manager and Executive Coach
- Determine Areas to be Emphasized Going Forward
- Surveys to determine Program Success
- A Final Close-out Session to Present Action Plan for the Future

