



## Executive coaching

UPLVL helps executives and key leaders create high performing teams, set clear goals, and drive revenue through purposeful leadership, employee engagement and minimizing peer conflict.

Through building effective teams, defining key performance indicators and achieving new milestones employee morale improves and companies can reach greater heights.

### Areas of Specialization include:

- Leadership development
- Wellness and stress management strategies
- Improving sales performance
- Building confidence in new leaders
- Managing Burnout
- Dealing with Change

### Working with UPLVL:

The coaching relationship is one in which the coach will work with the company/client to move toward pre-established goals and objectives. These goals are co-created and agreed upon by the coach/client.

An initial consultation is scheduled to clarify the objective and understand the role of the coach and client.

Coaching agreements range from 12-16 weeks depending on availability of leaders involved and desired outcomes.

The number of client/coach meetings will be pre-established prior to signing of the contract and are generally scheduled bi-weekly, or as determined by client/coach agreement.

## EXAMPLE COACHING FRAMEWORK

### Stage 1: Awareness and establishing objectives

(2-4 weeks)

1. Identify key leaders and who will be working with a coach.
2. Identify objectives
  - Determine top outcomes/goals for the individuals involved.
  - Determine how these outcomes/goals are in line and progress the company.

*Deliverable: This stage includes a variety of assessments where leaders are encouraged to understand leadership styles, strengths and their areas of development of themselves and their associates.*

### Stage 2: From Vision to Reality

(2-4 weeks)

1. After goals are established, coach will gain insight from all key leaders to gather company-wide perspective.
2. Re-visit goals to identify if there are disconnects between key leaders and staff upper management.
3. Co-create KPI's and develop timelines for all involved in coaching process.

*Deliverable: Timelines will be established and a clear plan of action will be put in place based on established goals.*

### Stage 3: Working the plan

(3-4 weeks)

1. Commitment to goals and working the plans.
2. Identify the behavior changes and actions that will take place.
3. Beginning measuring progress.
4. Weekly engagement at this stage of developing new habits.

*Deliverable: Updates on progress toward goals, mid-way surveys and accountability meetings.*

## Stage 4: Sustaining progress

(2-4 weeks)

1. Measure what has changed, what has been difficult to implement, make adjustments

*Deliverable: Revisit plans, provide reporting on changed behavior and progress.*

## Stage 5: Provide comprehensive feedback

(1 week)

1. Evaluate, review goals that were set, and determine next steps.

*Deliverable: Final reports provided for each employee, and stakeholders, identify change created and provide action plan for future.*

Upon completion of the coaching program, company will be provided with overview of strengths and areas of development based on pre and post assessments provided by the coach.

A strategic planning session based on all information gathered and compiled will be scheduled to discuss all parties involved and next steps. This will conclude the coaching agreement.