



# Executive Coaching

When leaders grow, companies grow.

Just like athletes, leaders are under pressure to perform. And just like with athletes, coaching is the best way to ensure leaders can perform at a high level.

Davenport University's IPEX is committed to developing leaders who make the world a better place. We take a behavior-based approach to executive coaching and give leaders the tools to put actions into practice. Through a purposeful and confidential partnership, expert coaches and leaders discuss competencies to improve performance and satisfaction in the workplace.

Even better, once leaders experience the value of executive coaching for personal development, they will be more prepared to leverage coaching with their teams. A key differentiator between a good leader and a great one.

This program is designed for high-potential and/or high-achieving professionals with the talent and drive to assume more influential roles.

Through executive coaching, you will:

- Identify patterns of thinking and behavior that promote or detract from leadership effectiveness
- Improve your self-awareness in order to use strengths more effectively and manage areas of weakness
- Step back from the old ways of leading and expand your ability to see a bigger, more complex picture
- Develop resources for resilience, flexibility, and presence to effectively lead your organization
- Fuel greater employee morale, enhancing organizational competitiveness and reducing turnover
- Develop new ways of being, thinking, and acting both professionally and personally

---

**To learn more, visit or call:**

[davenport.edu/leadership](https://davenport.edu/leadership) | (616) 233-2589

## Phases of Coaching

Taking a systematic approach, Davenport University uses **assessment, coaching, challenge/practice,** and **evaluation** to accelerate leadership development.



### 1. Assessment

We utilize the Hogan Assessment to identify personality characteristics, career derailment risks, value drivers, cognitive style, and decision-making ability; capabilities, challenges, and motivators.



### 2. Coaching (2 coaching sessions)

**Assessment Debrief & Action Planning Coaching**  
With greater self-insight (via assessment) leaders organize self-perceptions and create goals. With coaching, we begin to develop action plans.

### 4. Evaluation (1 coaching session)

#### Wrap-up/Evaluation Coaching

After 3 months, a pulse survey is used to assess progress, goal achievement, employee retention, levels of engagement, and promotion.



### 3. Challenge/Practice

At this point we've determined goals, now it is time to implement measurable action steps with a timeline. Leaders do the work with support. And as with all new strategies, adjust the plan and repeat.

## Add-on Options

Coaching is a dynamic process. Through follow-up and the support of a coach, leaders turn newly acquired skills into habits. Keep the momentum going. Add-on coaching options include:

1. **Coaching Power Package:** three additional coaching sessions to focus on a specific area of your leadership development or a current challenge.
2. **Mini 360° Leadership Assessment** to gather feedback on how colleagues view your leadership in the organization.
3. Coaching Power Package + Mini 360° Leadership Assessment