

COACHING DEVELOPMENT PLAN

CLIENT

CONTRACT DATES

Executive Coaching is about helping leaders work through challenges and transform their learning into results for the organization. While business outcomes are top of mind, Evolve believes in a holistic approach to coaching. We will explore your personal and professional vision in concert with key relationships and desired outcomes to create forward momentum towards your goals.

Goal setting is essential to generating a value-added coaching partnership. Evolve uses the positive, future-focused goal setting model called SOAR: Strengths ,Opportunities, Aspirations, Results Analysis.

STRENGTHS

What are your unique leadership superpowers?

OPPORTUNITIES

What do you hope to accomplish during this coaching contract?

What are you willing to change to achieve your goals?

Who can help/hinder your progress?

ASPIRATIONS

How do you define success?

RESULTS ANALYSIS

Why will these goals matter in one year?

How will you stay accountable to yourself?

How will you celebrate your success?

As you consider your goals using the SOAR framework keep in mind the 3 Key Factors which influence the business challenges leaders face:

1. The **business results** you need to achieve
2. The **interpersonal behaviours** you need to exhibit in your key work relationships
3. The **team interactions** necessary to attain your desired business results

Finally, take time to consider the many roles you play and the relationships you value outside your professional life. Consider exploring the following facets of your life and how they connect with the SOAR model:

- family & friends
- fun & recreation
- health
- physical environment
- significant other
- financial health
- spirituality