

EXECUTIVE COACHING

Bluepoint provides clients with the very best in leadership coaching. We focus on helping our clients dramatically accelerate their development as leaders. Our work extends far beyond simply providing leadership tips and advice; we challenge our clients to do a deep self-examination, consider multiple sources of feedback, adopt high-impact leadership practices and make the personal changes necessary to step up to a whole new level of performance as a leader.

APPROACH & COACHING PHILOSOPHY

We help to create superior leaders by challenging clients to identify ways they can increase their personal leadership impact and take immediate action to positively affect themselves and those around them. We help every client create an ambitious leadership development plan early in the coaching process. We begin every assignment with five critical questions:

1. What are your most important business challenges and opportunities currently and in the near future?
2. What are the three most important drivers that contribute to your success?
3. What improvements will have the most impact on these drivers?
4. What are you prepared to learn, invest, risk, and sacrifice in order to make these improvements?
5. How will you know when you have achieved your objectives and what will success look like?

The nature of these questions and creation of an action plan provide a framework by which each client can focus on their own specific needs. Whatever your immediate leadership challenge may be, your coach will guide you through a series of steps to achieve the changes you need to make.

COACHING TEAM

Bluepoint's cadre of outstanding leadership coaches are the best in the business. All are seasoned professionals with deep corporate backgrounds and broad leadership development experience. The typical Bluepoint Leadership Coach is ICF-certified, has an advanced degree, extensive managerial and coaching experience, and an overwhelming passion for helping individuals develop into superior leaders. Our coaching team's bios can be found [here](#).

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THE FIRST COACHING CALL

It is important that both the client and the coach are confident that they will be able to form a successful working relationship. The purpose of the first call is to determine that both parties feel comfortable working together and that they wish to proceed.

For this first call, Bluepoint will assign the suggested coach based upon initial background conversations with the sponsor. Following the first coaching call, should either the coach or the client prefer not to continue, then Bluepoint will assign another coach and repeat this first step in the process.

SIX MONTH ASSIGNMENT

We recommend executives engage in a six month coaching assignment, requiring a significant commitment of time and willingness to learn and grow. Coaching sessions typically occur each week (according to the clients schedule), usually via telephone or Skype, although sometimes in person as required.

Bluepoint coaches guide leaders through a demanding process of assessment, exploration, action planning and execution. A coaching program is flexible and can be structured in a variety of ways, but typically takes the form of:

- an initial, in-person meeting between the leader and the Bluepoint Leadership Coach to set expectations, agree to coaching parameters, review any assessments or 360 reports, and begin to construct a leadership development plan;
- a series of additional assessments including a 360 report which could include The Leadership Essentials Inventory – LEI or Leadership Emotional Intelligence Assessment – LEQ), The Leadership Report (a synthesis of MBTI and FIRO-B results) and a potentially suite of interviews with managers, colleagues and team members (usually conducted by the coach);
- a weekly, one-hour or bi-weekly, two-hour coaching conversation that addresses progress made (or not made) during the previous week, ways to incorporate new, advanced leadership practices into the leader's day-to-day interactions with others, and commitments for the ensuing week, and
- upon completion of the coaching assignment, a guided discussion entitled Making Great Leadership a Habit that is designed to help the leader sustain the behavioral changes made through the course of the coaching process.

For more information, contact:

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Phone:

Email: