Stanford Executive Program: Coaching Follow-Up Support

Recommended program enhancement
Fee: $5,900

OVERVIEW
You’ve chosen this program for good reasons: results you want to achieve...impact you want to make. Maybe there’s a challenge to conquer or an opportunity to seize. Maybe you have a personal goal to strengthen specific leadership attributes. You’ve spent six weeks soaking up knowledge from world-class faculty and a strong network of peers—all to help you make “It” happen.

There are many common obstacles, however, that come between the knowing and the doing. Returning to old habits after being away from your routine of family, friends, and work for weeks is just one of the obstacles to keeping your focus on implementing your plan.

Whatever the “It” is for you, executive coaching support is available as a program option to both accelerate and ensure that you realize the results or the impact that brought you to the program. Coaches who are experts in behavioral application tailor the coaching process to help you stay on the path you target and turn your intent into sustained action and impact.

The coaching process includes a 360-degree feedback instrument that addresses leadership behaviors and practices that impactful leaders exhibit. It allows you to receive confidential feedback from your manager, direct reports, and peers on how frequently and consistently you demonstrate a stated behavior or practice. Debriefing the results of this feedback with your coach is followed by the development of a personal coaching action plan focused on your specific objectives.

KEY BENEFITS
• Execute key strategies well
• Strengthen engagement while implementing key initiatives
• Enhance performance in key areas
• Overcome blind spots in your leadership behavior
• Improve the effectiveness of your leadership team
• Accelerate development of your direct reports

FACULTY DIRECTOR
Professor Bill Barnett, faculty director for the Stanford Executive Program, sees coaching as an integral part of the SEP experience. Coaching facilitates impact beyond the program, more than just the classroom curriculum alone. Coaching is an opportunity for participants to personalize their SEP experience and to receive expert advice and feedback on individual goals and action learning plans.

OUR PARTNER: CLG
CLG is a global leader of behavior-based strategy execution and performance improvement consulting. CLG provides leadership skills development coaches and consulting to senior executives at many Global 500 companies to help them achieve superior business results through the unique application of the principles of Applied Behavior Analysis.

gsb.stanford.edu/exed/sep

WHO SHOULD ATTEND
This offering is targeted at participants interested in developing and executing on a clear plan that incorporates best practices learned in the Stanford Executive Program.

“I created a detailed roadmap during SEP, and my coach was instrumental in helping me translate that roadmap into a concrete action plan for my return to work. I valued the SEP coaching experience so much that I plan to personally maintain the coaching relationship in the future.”

David Chitty | Managing Director | Credit Suisse

TAKE THE NEXT STEP
Turn Your Intentions into Impact
To help you put your learning into action once you return to work, you have the option to purchase executive coaching. This optional component gives you the support of coaches who are experts in behavioral execution, and who will help you develop and execute on a coaching action plan to achieve your objectives.

For more information, or to apply to the Stanford Executive Program: Coaching Follow-Up Support, please visit gsb.stanford.edu/exed/sep.
# Overview of the Coaching Sessions

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<th>Primary Areas of Focus</th>
<th>Prioritize and Plan</th>
<th>Execute</th>
<th>Sustain</th>
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<td>Circa 1 Month After Re-Entry</td>
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- **Establish relationship and confirm objectives**
- **Review implications of Q4 Leadership℠ and self-assessment.** Q4 leaders achieve sustainable, long-term results and have engaged and committed employees through their leadership behaviors.
- **Draft coaching action plan (CAP) for implementing SEP learning**
- **Three CAP streams:**
  - Individual leadership practices
  - Leadership Team (LT) performance
  - Organizational impact

- **Review implications of Q4 Leadership℠ and confirm CAP for implementing SEP learning**
- **Introduction to DCOM℠: a framework for achieving outstanding organizational execution**
- **Discuss re-entry strategy in light of individual and organizational goals**
- **Draft re-entry strategy**

- **Group session with 8-10 other SEP participants facilitated by coach**
- **Participants headline their application/CAP objectives, key actions, and 90-day milestones**
- **Leverages the power of peer learning/reinforcement to strengthen learnings application and CAP execution**

- **Checkpoint: Re-entry effectiveness**
- **Finalize CAP, including leading progress indicators**
- **Identify strategies for aligning LT with SEP participant’s vision**
- **Optional snapshot readiness assessment for use in aligning LT**
- **Clarify specific new behavior expected of LT members, with implications for leader’s practices**
- **Confirm specific “Next 30 Days” commitments**

- **Group session with 8-10 other SEP participants facilitated by coach**
- **Participants headline their application/CAP objectives, key actions, and 90-day milestones**
- **Leverages the power of peer learning/reinforcement to strengthen learnings application and CAP execution**

- **Checkpoint: Progress on leadership objectives and alignment of LT**
- **Clarify performer groups and new High-Impact Behaviors℠ needed to achieve targeted business results**
- **Identify leader/LT actions to initiate organizational improvements and desired new behavior**
- **Scope of above to include:**
  - Metrics
  - Communication plan
  - Barrier removal actions
  - Applied Behavior Analysis, the science behind accelerating execution and impact
  - Aligning formal and informal consequences
  - Confirm specific “Next 30 Days” commitments

- **Checkpoint: Progress on leadership objectives**
- **Checkpoint: Anecdotal progress on initial organizational impact**
- **Deep dive on unique execution challenges, applying SEP learnings where appropriate**
- **Snapshot sustainability assessment: strengths and weaknesses**
- **Confirm specific “Next 30/60 Days” commitments; confirm redeployment of 360° feedback instrument approximately 6 months post-SEP**

- **Review implications of 360° feedback re-assessment**
- **Develop draft of continuous improvement and sustainability plan (with starter set supplied by CLG)**

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The DCOM℠ Model is a registered service mark of CLG. Q4 Leadership℠ and High-Impact Behaviors℠ are service marks of CLG.