



Corporate Coaching Solutions



Corporate Coaching helps organizations cultivate and improve the return on an often overlooked and undervalued investment: *employees*. Companies that have used professional coaching for business reasons have seen a median return of seven times their initial investment¹.

With flexible, personalized and collaborative Corporate Coaching, you can foster leadership, overcome problems and challenges or help you or your employee make a successful career transition.

leadership

Sid needs some help making the leap from tactical contributor to strong and confident leader.

challenge

Diego is a high performer who needs to improve his communicating and influencing skills.

transition

There is just no one within the company that has the time to mentor Jill for this new role.



Corporate Education Group
OPTIMIZING PERFORMANCE

Corporate Education Group's (CEG) Corporate Coaching Solutions foster individual growth and achieve tangible performance-improvement objectives through a flexible, personalized and collaborative approach. They are designed for business professionals, including high-potential contributors and senior managers who need:

- Leadership development
- Support for a career transition
- Help overcoming a specific problem or challenge

The need for coaching is not always identified by the Coaching Candidate. Often it's a Sponsor (usually a manager or supervisor) who recognizes the benefits coaching can have on an individual. The most successful coaching programs begin with open dialog and collaboration between the Candidate, Sponsor and Human Resources to ensure all stakeholder goals and expectations are accounted for and met.

How We Coach

From management grooming to skills development, coaching is never a one-size-fits-all strategy. Every CEG coaching engagement is unique and begins with a preliminary meeting of all stakeholders to agree on a set of coaching objectives, the approach and timeline. Since coaching is a personal journey navigated within a professional environment, every Candidate has an opportunity to interview and select his/her Coach.

CEG has designed a five-phase coaching methodology proven to enable desired outcomes with all of our Corporate Coaching Solutions.



Corporate Coaching Solutions

CEG's Corporate Coaching Solutions are designed to be flexible and built with a mix of coaching and mentoring techniques to achieve desired outcomes. Each solution is personalized for the Candidate and all follow the five-phase coaching methodology with varying assessment levels, communication modes, time to completion and session length.

Each solution includes:

- Specific and measurable outcomes agreed upon by all stakeholders
- A customized plan, including what's needed to sustain success
- Access to the coach between coaching sessions
- Relevant homework between sessions
- Additional learning resources as identified



Impact Coaching

(Total Hours: 12 | Duration: 4 months or less)

- 2 hours of goals setting and planning
- 10 hours of coaching: either in 60, 45 or 30 minute sessions

This program is ideal for:

- Single skill building: delegation, presentation skills, negotiation, influencing, project management
- Meeting short-term, high-profile and/or complex deadlines
- Improving and maintaining challenging, critical relationship(s)
- Fostering success amidst a recent career advancement

Focused Coaching

(Total Hours: 20 | Duration: 6–9 months)

- Initial assessment: typically a customized 360, including 3–6 interviews
- 2–4 hours of goals setting and planning
- 12 hours of coaching: either in 60, 45, or 30 minute sessions

This program is ideal for:

- Multiple skill building: delegation, presentation skills, negotiation, influencing
- Managing stressful, challenging and complex projects or programs
- Developing high-performing teams
- Improving and maintaining challenging, critical relationship(s)
- Fostering success amidst a recent career advancement

Intensive Coaching

(Total Hours: 36 | Duration: 6–9 months)

- Initial assessment: typically a customized 360, including 6–12 interviews
- 2–4 hours of goals setting and planning
- 18 hours of coaching: either in 60, 45, or 30 minute sessions

This program is ideal for:

- Supporting on-the-job skills building
- Improving leadership, management and coaching skills
- Improving team or organizational efficiency
- Overcoming long-term obstacles and challenges
- Managing and thriving in constant change

Development Coaching

(Total Hours: 60 | Duration: 12 months)

- Initial assessment: typically a customized 360, average 8–12 interviews
- 4 hours of goals setting and planning
- 33 hours of coaching: either in 60, 45, or 30 minute sessions
- 21 hours of virtual training

This program is ideal for:

- Supporting on-the-job skills building
- Improving leadership, management and coaching skills
- Improving team or organizational efficiency
- Overcoming long-term obstacles and challenges
- Managing and thriving in constant change

Sustainable Coaching

(Total Hours: 100 | Duration: 12–18 months)

- Initial assessment and checkpoint assessments, typically a customized 360
- 6 hours of goals setting and planning
- 45 hours of coaching: either in 60, 45, or 30 minute sessions
- 6 on-site, half-day visits
- 35 hours of virtual training

This program is ideal for:

- Supporting on-the-job skills building
- Improving leadership, management and coaching skills
- Improving team or organizational efficiency
- Overcoming long-term obstacles and challenges
- Managing and thriving in constant change

The time frames for goal development, assessments, training and visits listed above are only guidelines and will be tailored to meet individual needs.



The Coaching Bench

Our seasoned coaches take a consultative approach to every engagement and have real-world experience that gives them perspective on what it takes to succeed in today's business landscape. Their expertise and professional credentials are frequently validated by relevant industry certifications (PCC, CPCC, MCC, PMP, CBAP). All information discussed between the Candidate and the Coach is confidential and only information approved by the Candidate, will be shared with the Sponsor or key stakeholders.



Integrated Training and Coaching Solutions

For organizations that provide corporate training to employees and teams, integrating coaching into the training mix can result in powerful benefits. Coaching can help you put newly learned skills into practice and reinforce learning through real-world application. You can avoid common post-training pitfalls and ensure bad habits are shed for good. An integrated Training and Coaching Solution delivers top-line results with long-term, bottom-line impact.

About Corporate Education Group

Corporate Education Group (CEG) trains, consults and coaches people and teams to help organizations unlock business value by optimizing individual and organizational performance. Solutions in project management, business analysis, business process management, PRINCE2® and leadership and management can be tailored to address a client's unique challenges and delivered virtually, on-demand or locally, fostering development for professionals everywhere. Through its strategic alliance with Duke University Management Training, CEG offers premiere certificate programs backed by a renowned higher-education institution. CEG is a Charter Global Registered Education Provider for PMI®, an Endorsed Education Provider for IIBA®, an APM Group (APMG) Accredited Training Organization (ATO) for PRINCE2® and a Member of PMI®'s Global Executive Council.

Call 1.800.288.7246 or email info@corpedgroup.com to learn more today!



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www.corpedgroup.com

1 Executive Drive, Suite 301 • Chelmsford, MA 01824-2558 • USA



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