



A.J. O'CONNOR
ASSOCIATES

EXECUTIVE COACHING PROCESS

Our four-phase process:

Assesses and documents the leader's developmental objectives

Engages multiple stakeholders in his/her development

Partner

- Assess coaching need: i.e., assimilation, development, etc.
- Determine outcomes and stakeholder roles
- Select coach, present biographies and interview prospective coaches
- Develop Statement of Work (SOW) that includes outline for coaching, background, process and investment
- Define objectives, goals, coaching process, purpose and boundaries
- First meeting(s) of stakeholders

Plan

- Formal coaching and development begins
- Provide program materials and leadership guide
- Conduct 360° interview process with six or more participants
- Identify developmental areas and activities
- Prepare coaching plan
- Review coaching plan with leader, manager and HR

Perform

- Coaching continues: two sessions per month
- Conduct additional assessments as recommended
- Complete developmental activities
- Provide articles, books, exercises and coach contacts
- Mid-point review: follow-up contact with leader, manager and HR

Progress

- Assess progress, outcomes and accomplishments
- Checkpoint with 360° respondents
- Provide development recommendations and reinforcement post engagement
- Provide extensions when valuable for sustainability
- Checkpoint with stakeholders to gain feedback on coach, process, ROI and learning
- Provide feedback on organizational level trends, culture, challenges and learning

Success



Healthcare Regional Director

- Instituted a Peer Coaching and Group Mentoring Program, in partnership with A.J. O'Connor Associates
- Awarded the HealthCare Business-Women's Association Rising Star Award

Hospitality Industry Financial Controller

- Decision making skills development
- Realized bottom line savings of \$300,000 from team restructuring and \$60,000 from implementing 4 months ahead of schedule

Consumer Electronics Industry Director

- Influencing skills development
- Recognized cost savings in excess of \$1.2 million, a 100% increase over the previous year

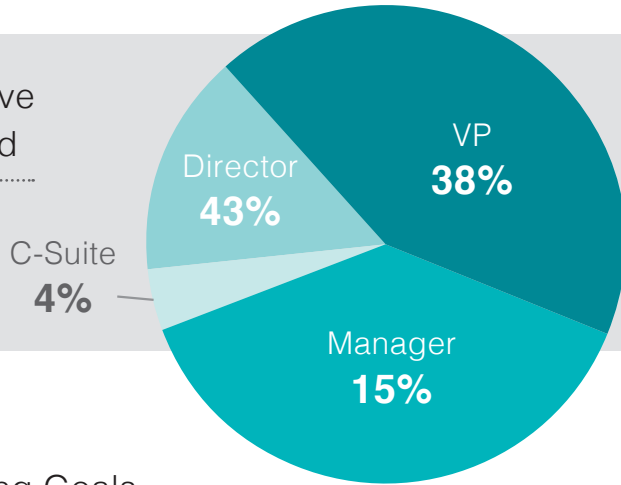


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EXECUTIVE COACHING SNAPSHOT

AJO provides Executive Coaching across a broad range of industries with both national and international delivery capability. From over 100 recent engagements, the following snapshot provides an overview of services we are delivering today.

Who: Executive Levels Coached



What:

Top 10 Coaching Goals



Where:

National & International

Located in

30 states & 20 countries



For Whom:

Industries and Functions

- Financial
- Pharmaceuticals
- Biotech
- Consumer Products
- Telecommunications
- Chemicals
- Insurance
- Travel & Hospitality
- Healthcare
- Fragrance
- Security
- Real Estate
- Technology
- Manufacturing
- Legal
- Finance & Accounting
- Investor Relations
- Supply Chain
- Product Management
- Marketing & Sales
- Human Resources
- Research & Development
- Medical Devices

How Long: Engagement Duration

