



About The Roundtable

The **Roundtable** is where leaders cultivate their leadership, together. Our award-winning group coaching programs deliver the measurable and sustainable results that matter most to your people... and to your business.

Visit our website to get to know us.
www.goroundtable.com

Contact

For information please contact:

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"We've leveraged The Roundtable for a variety of leadership coaching needs for our senior leaders, with impressive results. They've done a great job of understanding our business and the culture in which our leaders operate and their pragmatic approach fits well with our own results-oriented culture. The Roundtable is an outstanding partner who genuinely cares about the people they work with well beyond the service they deliver."

Lisa Kimmel
President & CEO, Edelman Canada

Executive Coaching

Whether you're at a leadership crossroads or are seeking to increase your current impact, working with an executive coach will help you create a plan and stay on track.

The Roundtable offers **high-performance coaching** focused on helping you develop the winning behaviours you need to be successful as you manage increases in scope, complexity and influence.

Our approach is designed to help successful people become even more successful. We work with a variety of experienced and carefully-screened leadership coaches to ensure the right fit for you.

Engagement Overview



STAGE 1 - Onboarding

ESTABLISH THE PROCESS

- The Coaching process begins with an informal interview with a sponsor from the organization of the executive(s) to be coached. This is an opportunity for the sponsor to provide the coach with their perceptions of the situation to be addressed.

ENGAGE WITH THE COACHEE

- An initial, informal meeting between the coach and the coachee ensures connection and outlines ground rules.
- Leadership 360 assessment will be initiated to solicit feedback on key leadership behaviours. Additional assessments may be used, depending on the focus of the coaching.

FEEDBACK & ACTION PLANNING

- The coach and the coachee review the assessment feedback and discuss preliminary goals for the coaching engagement.
- A meeting between the coachee, their sponsor and their coach, sets priority behaviours and ensures alignment around goals and expectations.
- The coachee creates their action plan which they review and socialize with their key stakeholders to ensure further alignment.



STAGE 2 – Coaching

- Coach and coachee will meet on a regular basis throughout the duration of the program. Sessions are scheduled at the convenience of both parties and may be done in person and over the phone.
- Activities tailored to the coachee's progress may involve practical exercises, personal tasks, reading and monitoring of certain behaviours. The coach draws upon a variety of tools, experiences, and skills for each coaching session.
- Onsite observation may be offered during the action phase in order to monitor progress and provide the coach with further context to help the executive increase their impact quickly.



STAGE 3 – Progress Tracking

- Check-in meetings with the sponsor are set at key points through the process to gauge amount of observed change and development plans are adjusted as needed.



STAGE 4 – Evaluating Impact

- A final evaluation survey is administered to both coachee and key stakeholder following the close of the session.

Coaching Package Options:

Fees

Personal Leadership Plan

Ideal for kickstarting an action plan process as part of a strong internal support program.

Includes:

- 360 Assessment and debrief
- Alignment meeting with key stakeholder
- 1 hour follow-up action plan meeting

\$2,500

Leadership and Executive Coaching* (4 to 6 month program)

World-class assessments highlight this robust coaching process.

Includes

- LEA 360 and IDI Assessment (optional) plus debrief
- Alignment meeting with key stakeholder(s)
- 12 hours of executive coaching
- Resources and support materials
- On call support, as needed

\$10,500 to \$15,500

Leadership Coaching Intensive*

Our Leadership coaching with additional coaching support for leaders experiencing rapidly increasing complexity or change.

Includes:

- LEA 360 and IDI Assessment plus Debrief
- Alignment meeting with key stakeholder
- 12 hours of executive coaching
- On call support, as needed

\$15,500 to \$20,000

**Do you have your own assessments? No problem. Reduce any coaching package by \$750. All our coaching programs also include membership with The Roundtable. This provides participants with opportunities to attend special events, grow their leadership through writing and speaking opportunities and more.*