

**GEORGE MORRISEY
BUSINESS EXECUTIVE COACH**

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COACHING SERVICES/OUTCOMES

- **Strengthening strategic and tactical performance**
- **Determining strategic direction**
- **Facilitating individual and organizational planning processes**
- **Critical issue identification and analysis**
- **Setting and monitoring specific goals/objectives**
- **Establishing accountability for results**
- **Identifying and addressing relationship issues interfering with progress**
- **Developing capabilities of high-potential managers**

THE COACHING PROCESS

- 1. Initial telephone discussions with the sponsor (the person initiating the work and responsible for payment) and the client (the person receiving the coaching services), to determine the coaching need and anticipated outcomes.**
- 2. If appropriate, an on-site coaching assessment is scheduled with the client, as well as selected key people impacted by the assignment, to determine specific needs, to identify issues to be addressed, and to determine if the “chemistry” is right for an effective coaching relationship. A written summary of observations and recommendations will be provided following completion of the visit. There is a modest investment in this assessment, a portion of which will be applied to the Coaching Agreement. There is no commitment to continue unless there is mutual agreement that it will be a productive arrangement.**
- 3. The Coaching Agreement, normally, is for a six-month period that includes telephone or Skype discussions with the client approximately at two-week intervals, following a mutually-agreed-to set of targets. In addition, the client has full access during this period, via e-mail, Skype or telephone to address specific issues or events.**
- 4. If agreed to, an on-site session, with the client and, possibly, others, may be scheduled after three months.**
- 5. All communication with the client is confidential unless otherwise agreed to at the outset.**