

## Improve the Bottom Line by Improving Top Talent

### Coaching on Demand

**Coaching on Demand** is professional coaching made available just-in-time to those managers “in the trenches” on whom the day-to-day depends, who would benefit from access to a coach in the moment. It’s a new approach to coaching that allows for quick coaching “hits” and doesn’t require long-term coaching commitment.

#### How does it work?

- \* A one-hour telephone coaching session is conducted around a specific, top-of-mind concern
- \* \$250 per hour; volume discounts available if bought in 5 hour or more blocks of time, which can be assigned as the organization sees fit

#### Who’s a candidate for Coaching on Demand?

- \* Survivors of layoffs, stressed by departmental reorganization but expected to maintain productivity and morale
- \* Employees who have the same or an advanced role with more authority and more responsibilities
- \* Those in critical positions who need to be at the top of their game to support the company in a challenging environment
- \* New managers to former peers
- \* Employees who have lost focus and momentum but are willing to do what it takes to get back in the game
- \* Managers who are coaching their people and need short term or occasional help to do so effectively
- \* 360 follow up for those who need initial support making changes
- \* Skill integration after training
- \* People who need to integrate onto a new team

#### What are the benefits?

- \* Quick, focused, addressing specific situations or behaviors
- \* Employee gets just-in-time help on specific business issues
- \* Short term, inexpensive
- \* Organization gets a quick return on investment in terms of providing timely support for rapid turnaround of critical issues
- \* Employee feels sense of being acknowledged, valued and important to the organization