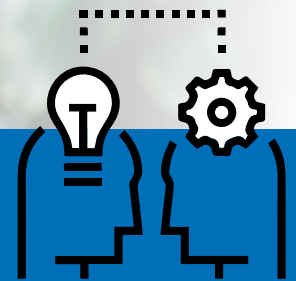




# ONE-ON-ONE COACHING SERVICES



**APLS Group offers 3, 6 and 12 month coaching programs. Research shows it takes 3 to 6 months for new behaviors to become habits.**

**Each coaching experience goes through the four phases listed below. Based on the length of the coaching program selected the experience could differ in the following areas:**

- Amount of time with the coach
- Amount of feedback received from the coach
- Number of assessments used during the coaching program
- Number of goals coach and client address during the coaching program

## PHASE 1: CONTRACTING & DATA COLLECTION

- Set expectations with key stakeholders: client, sponsor, etc.
- Client takes assessments
- Coach analyzes data and determines themes

## PHASE 2: FEEDBACK & ACTION PLANNING

- Coach provides feedback and themes
- Coach and client identify strengths and areas of development
- Coach and client create Action Plan with set goals

## PHASE 3: ON-GOING COACHING & MONITORING

- Individual sessions between client and coach focusing on Action Plan goals
- Coach provides feedback to assess progress, as well as solicit feedback from client's manager and direct reports
- Coach works with client and their team to provide observational feedback for all parties
- Periodic contact via e-mail/phone between coaching sessions

## PHASE 4: EVALUATION

- Coach and sponsor assess effectiveness of program and determine whether an extension is needed or if the program is complete
- Coach may solicit a second round of data collection from a variety of sources (e.g., direct reports, manager, CEO, etc.)
- Client may retake assessments

Contact us at [info@aplsgroup.com](mailto:info@aplsgroup.com) or 919-424-6339 for more information.