

Foundation ▶	Collect & Assess Data ▶	Planning & Implementation ▶
• Conduct stakeholder interviews to define expectations and gain organizational insight • Identify and prioritize measurable business objectives • Clarify roles and expectations • Build trust between coach and coachee	• Incorporate additional data • Determine desired outcomes • Interpret assessment data • Incorporate Dion's Leader Integration Measurements • Establish coaching metrics	• Build self-awareness • Identify key behaviors linked to achievement of business objectives • Develop action plan based on current real-world business issues • Review action plan with key stakeholder(s) to gain continuous input
Implement & Monitor ▶	Sustainability ▶	Measurement (Optional) ▶
• Execute action plan • Use cognitive behavioral learning model to transfer new learnings into actions • Shadow to provide real-time feedback • Interview key stakeholders to measure progress • Evaluate progress and make necessary modifications	• Summarize objectives and outcomes • Create strategy and action plan to support sustainable change • Review summary and strategy with key stakeholder(s) • Determine next steps Dion Leadership Digest series enrollment	• 360 post-assessment data & debrief • Benchmark with original metrics • Review action plan and make necessary modifications • Determine next steps for continued development Impact & ROI Evaluation

