

Foundation ►	Collect & Assess Data ►	Accountability & Awareness ►
• Frame performance and/or fit issues and review performance feedback • Identify and prioritize measurable business objectives and timeframes to demonstrate acceptable progress • Clarify roles between all parties • Hold meeting with key stakeholder(s) and coachee to confirm process and expectations	• Understand coachee's role and performance objectives • Interpret assessment data • Incorporate additional data • Consistently facilitate dialogue with coachee and key stakeholder(s)	• Obtain commitment by coachee • Agree on strengths and development needs between coachee and key stakeholder(s) • Build self-awareness and reconcile multiple views • Develop action plan based on current real-world business issues • Consistently facilitate dialogue with coachee and key stakeholder(s)
Action & Alternatives ►	Fit Decision ►	Coach or Transition ►
• Create strategy and action plan to support sustainable change • Perform collaborative problem solving and goal setting • Facilitate safe, open and honest dialogue between coachee and coach regarding organizational expectations and coachee's performance	• Compare performance objectives to coaching outcomes • Create strategy and action plan to support sustainable change • Review summary and strategy with key stakeholder(s) • Determine next steps	• If the decision by the organization is for the coachee to remain with the organization in the same or modified role, the coach provides ongoing coaching • If the decision by the organization or coachee is for the coachee to transition out of the organization, the coach provides transition assistance

