

RightPath® Executive Coaching is designed to assist in the professional and personal growth of executives to increase leadership ability, avoid derailing behaviors, and maximize the potential for higher responsibility and greater success.

Executive Coaching involves personal growth as the key to executive development and considers both vertical and horizontal relationships. RightPath executive coaches have extensive knowledge in the field of leadership, as well as real-world leadership experience. The coaching both challenges and encourages the executive through this growth process.

RightPath Coaching is *behaviorally* based and *developmentally* oriented.

The *behavioral* approach uses the Path4 and Path6 profiles to help the person being coached to understand his or her own behavioral strength and struggles, how they can differ from others' and, therefore, how these differences impact other people and relationships. This approach allows us to look at potential blind spots that include personal behavioral struggles and also, just as important in leadership roles, any strengths that are overdone.

Our *developmental* aspect avoids a "fix" mentality. The RightPath approach focuses on areas where individuals recognize a need for improvement and moves them forward by creating a development plan to address those needs. Areas may include aspects of leadership where the client is innately aware of the need for improvement but has been unsuccessful—on their own—in creating changes.

The process may also reveal blind spots – the areas that need improvement – of which the client is not aware. In some cases, the leader may be aware of the need for improvement but may be unaware of the degree to which he or she needs to make immediate improvements. In all cases, the coach engages to move the development forward. Use of the RightPath® Profiles and Leadership 360° help guide the individuals through the process of creating an effective Leadership Development Plan. This plan is the foundation for leadership growth and change. Later in the coaching, additional Leadership 360°s are used as metrics to assess and measure improvement.



Benefits

- Invests at the top and the benefits filter down through the organization
- Challenges leaders to grow and lead more effectively
- Offers executives the benefit of objective feedback from leaders with executive coaching experience
- Builds stronger relationships between executives and peers, direct reports, and their leader
- Clarifies the leader's impact on the culture and direction of the organization
- "Walks the Talk" in the leadership role by modeling personal and leadership development

Getting Started

Contact RightPath to discuss custom options for coaching leaders in your organization. RightPath has a cadre of coaches to be uniquely matched to your executives.