



## EXECUTIVE COACHING FOR INDIVIDUALS

As an executive coach, Dr. Ben brings together his insights and experiences from the board room, elected office, and strategic intelligence to help professionals maximize their potential.

Engage with Ben in a 1-on-1 coaching engagement and develop clear strategies on how to excel in your field. Gain insight into your current position in your organization, how you can develop, maximize your strengths, and fulfill your greatest potential.

Executive coaching engagements are usually 6-12 months long with five phases: Discovery, Evaluation, Action Plan, Development, and Measurement.

## MOST COMMON TYPES OF COACHING ENGAGEMENTS WITH DR. BEN SORENSEN

**DEVELOPMENT-** Ideal for leaders who are seeking to improve certain competencies while remaining in their current role. Often stakeholders will suggest coaching for this team member.

**HIGH POTENTIAL-** Supporting high potential individuals to reach the next level and to grow into more prominent roles within the organization.

**TRANSITION & ONBOARDING-** Coaching is a great tool to support leaders in making a successful transition to a new role within the organization or who are new to an organization.

**CHANGE MANAGEMENT-** Offered to leaders who are leading organizations and teams during significant organizational change.

**IN THE DISCOVERY PHASE,** Dr. Ben uncovers areas of focus from you and key stakeholders, beginning to build a working relationship with you and the team members who will be supporting your growth.

**IN THE EVALUATION PHASE,** Dr. Ben conducts a 360 evaluation to understand your background, strengths, your areas of opportunity, and how your skill performance can be leveraged and grown to maximize your full potential.

**IN THE ACTION PLAN PHASE,** you and Dr. Ben develop clear focus areas, success measures, and timelines to help you achieve your goals and develop healthy and productive ways to integrate past experiences into constructive, goal-oriented leadership behaviors.

**IN THE DEVELOPMENT PHASE,** Dr. Ben has regular coaching sessions several times a month over a video platform to support your development.

**IN THE MEASUREMENT PHASE,** we evaluate your progression through 360 feedback, analysis and discussions with key stakeholders and ensure you have the tools to sustain and further your progression.