

ADAM SMITH, MBA, PCC

- Executive Coach, Facilitator, Leadership Team Coach, & Organization Consultant.
- Coaching Experience
 - Corporate
 - Higher Education
 - Federal
 - Nonprofit
 - International Multi-Lateral Institutions
 - Management Consulting
- Member, Professional Certified Coach, and Coach Assessor with the International Coach Federation.
- Georgetown University Institute for Transformational Leadership Associate Faculty, Coach Mentor, and Leadership Coaching Program Graduate.



AGENDA

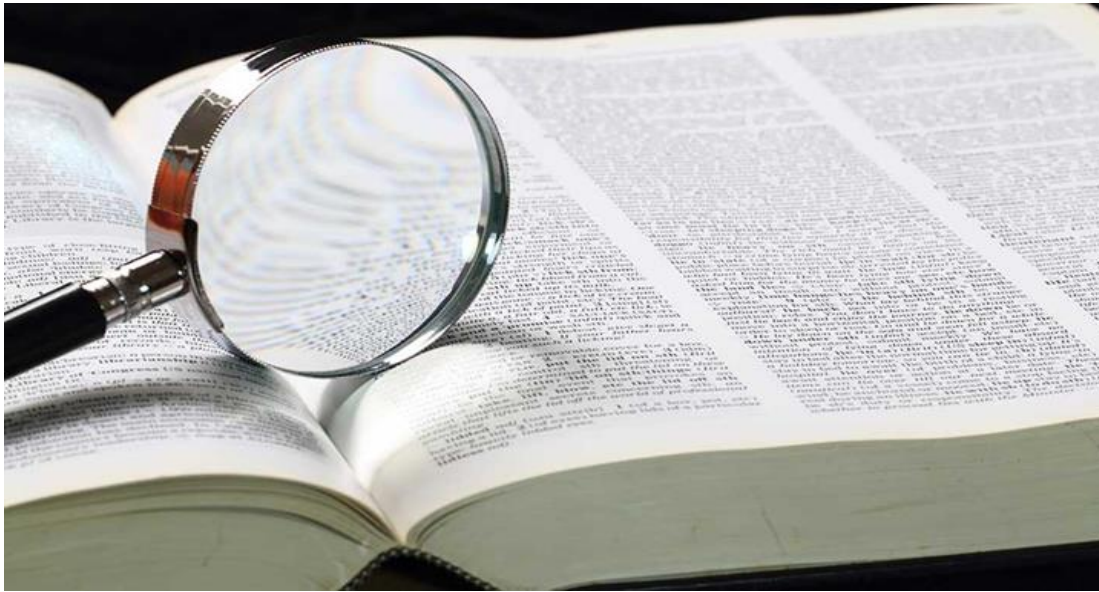
- Coaching poll
- Coaching definitions
- Types of coaching
- Critical success factors in coaching
- Selecting a coach
- Coaching scorecard
- Professional organizations and resources
- Q&A
- Close



POLL QUESTIONS

- What brings you to this ATD Coaching Webinar today?
- Have you received coaching? If so, was it successful and why?
- What question would like addressed in this session?

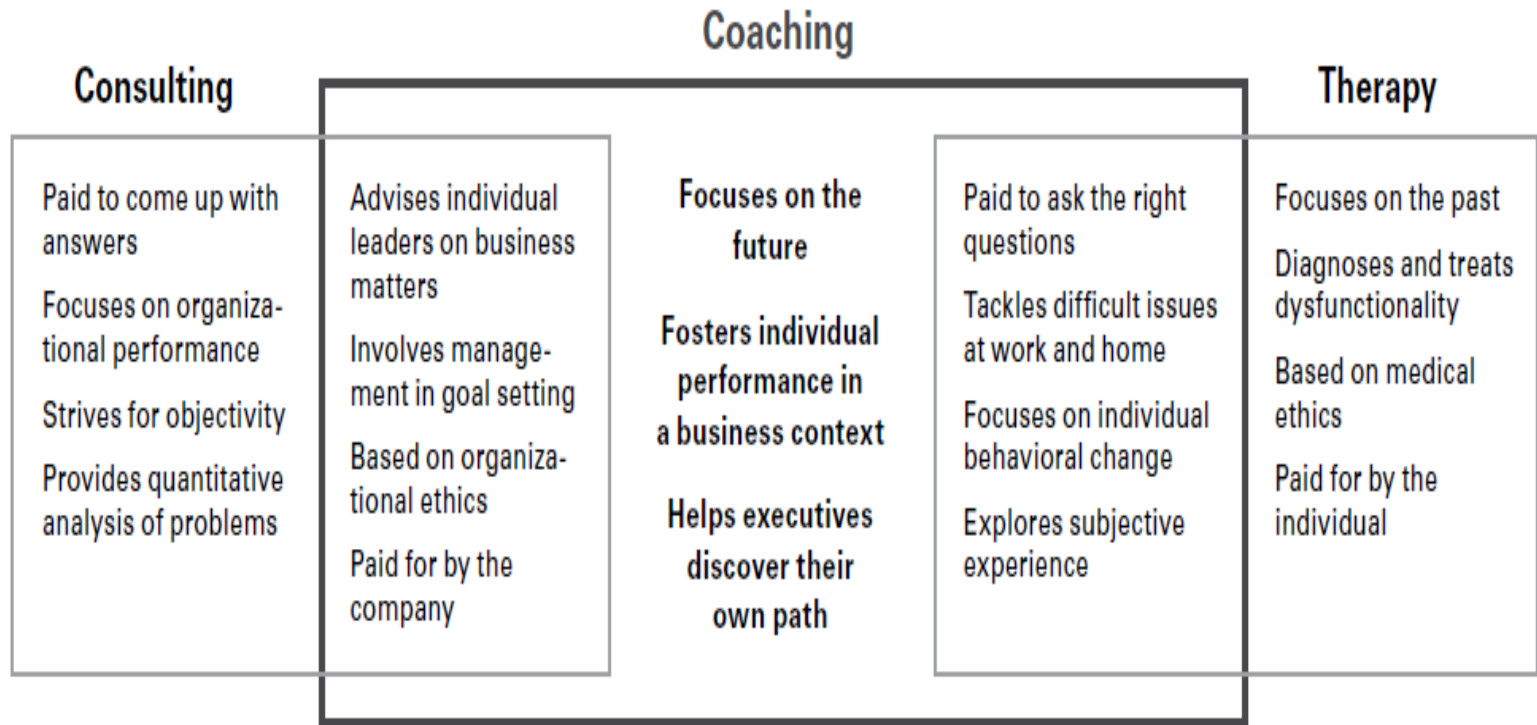




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Coaching borrows from both consulting and therapy



Coutu, D. & Kauffman, C. (2009). *What Can Coaching Do for You?* Harvard Business Review.



TYPES OF COACHING

Different approaches rooted in HR development, leadership training, organizational and developmental psychology, and sports psychology.

Methods and approaches differ fundamentally based upon the setting, clients needs, length of engagement, professional skills/expertise of coach.

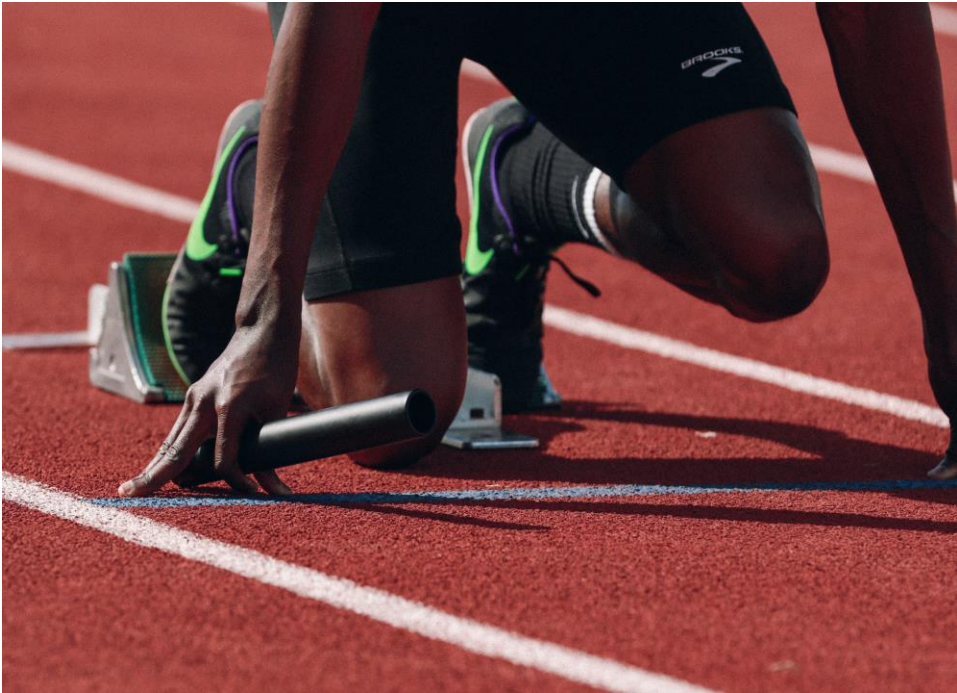


TYPES OF COACHING

- Executive
- Leadership
- Career
- Health & Wellness
- Personal/Life
- ADHD
- Group
- Targeted Behavioral
- Presentation
- Performance
- Business
- Skills
- Career
- Relationship
- High Potential or Developmental
- Legacy
- Succession







CRITICAL SUCCESS FACTORS IN COACHING

- Client is ready and willing to be coached
- Client is motivated and has good chemistry with his/her coach
- Coach possesses a wide range of concepts, models, principles, methodologies and tools
- Focus on goals, objectives and outcomes
- Coach's experience, education, training, qualifications and skills
- Coaches ethics and standards

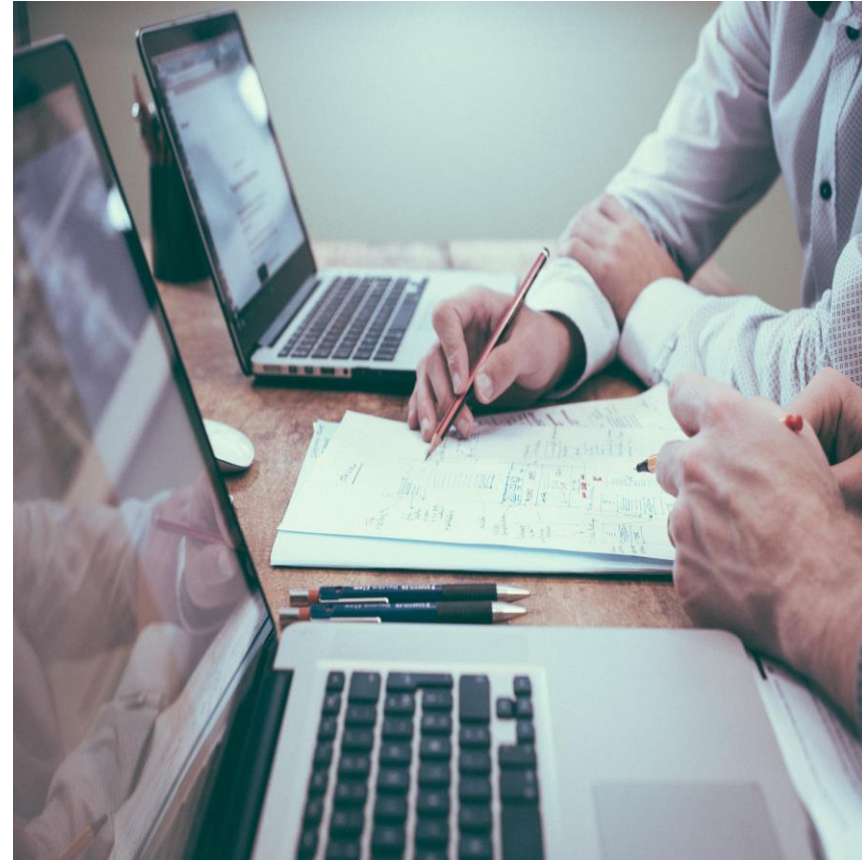


SELECTING A COACH



COACHING SCORECARD

- **Foundation factors**
- **Inner personal benefits**
- **Outer personal benefits**
- **Business benefits**



Leedham. (2005). The coaching scorecard: A holistic approach to evaluating the benefits of business coaching. *International Journal of Evidence Based Coaching and Mentoring*. 3(2), 33-44.



PROFESSIONAL ORGANIZATIONS & RESOURCES

- International Coach Federation
- The Institute of Coaching
- Worldwide Association of Business Coaches
- Association for Professional Executive Coaching and Supervision



Training Program Search Service (TPSS)

ICF does not offer training for becoming a coach. (We do offer professional development for practiced coaches.) As the accrediting body, we cannot recommend any specific training programs.

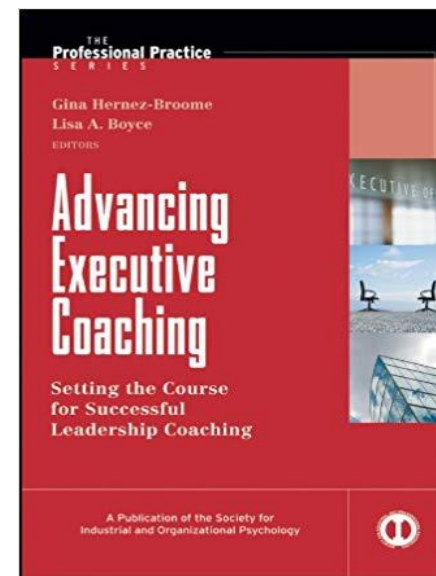
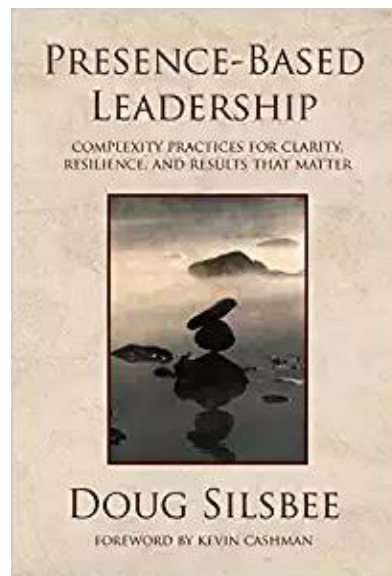
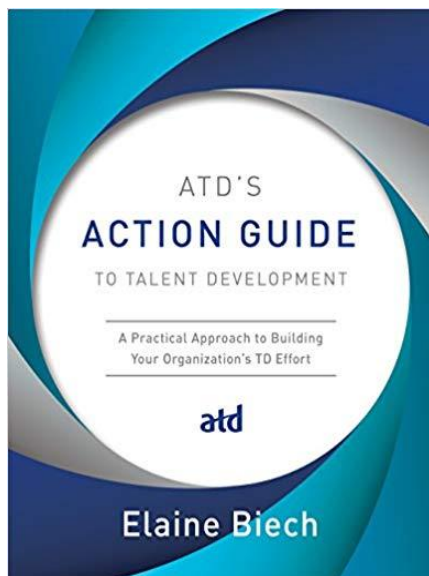
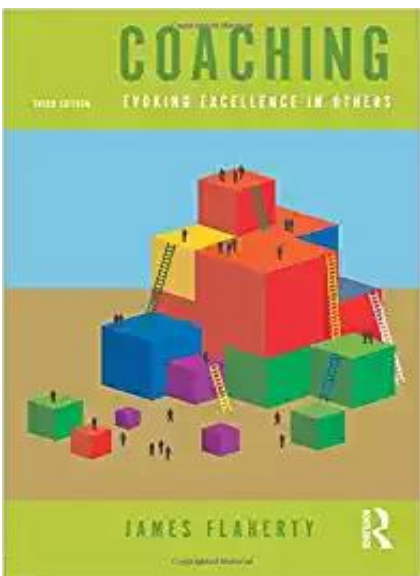
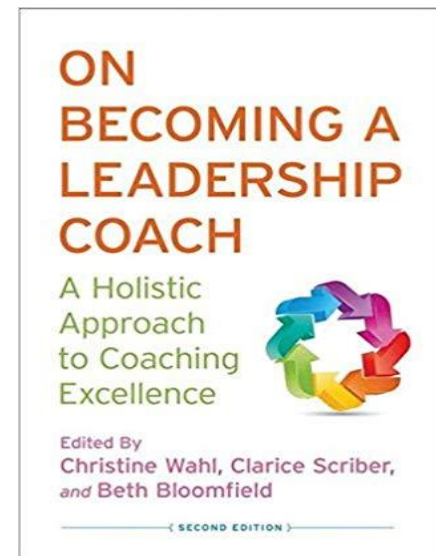
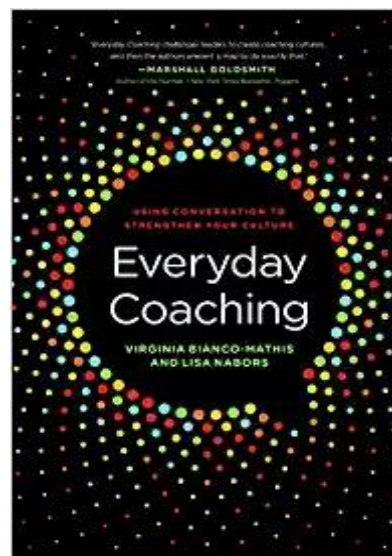
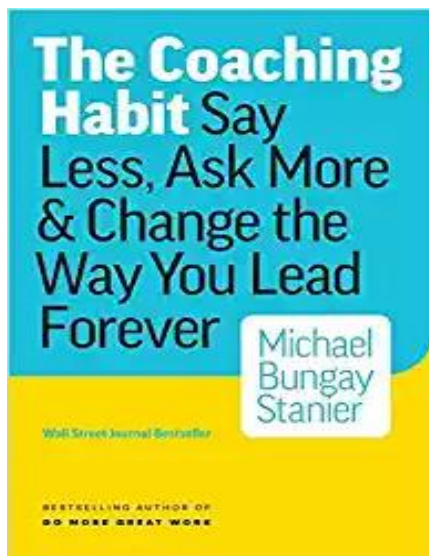
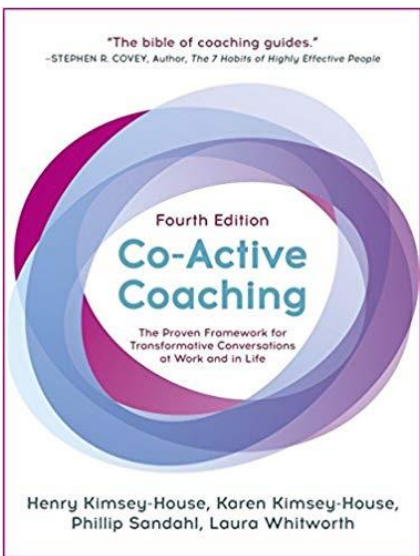
To ensure quality training, the International Coach Federation (ICF) accredits coach-training programs that meet its high standards. To find ICF-accredited programs, we suggest that you use our Training Program Search Service (TPSS) below. The search for a coach-training program is a highly individual process which depends greatly on your personal preferences and goals. The TPSS is designed to give you basic information about all ICF-accredited programs.

SEARCH RESULTS - Click Organization Name for Details

[New Search](#)
[Modify Search](#)

Click headers to sort

Training Organization	Program Name	Program Type
Academy for Coaching Excellence	Professional Coach Certification Program	ACTP
Activision	Activision CIEO	ACTP
Adler Graduate Professional School	Adler Professional Coaching Certificate Program	ACTP
American University & Heidrick & Struggles (Philosophy IB)	Leadership Coaching for Organizational Performance	ACTP
AyT Coaching Organizacional	FORMACION EN COACHING ONTOLOGICO PROFESIONAL - Especialización: ORGANIZACIONAL	ACTP
Blue Mesa Group	Transformational Coaching Program	ACTP
boas	Boas professional coach certification	ACTP
CCI Creative Consciousness International	Diploma in Professional Consciousness Coaching®	ACTP







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