



# ENGAGING A COACHING PARTNER

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While facilitating positive change through professional coaching is a boost for any organization or career at several points in time, certain pivotal opportunities will significantly benefit from the collaborative nature of McCartan Coaching Partnerships.

- **Enhancing Leadership Effectiveness**  
*Coaching for high-performing or high-potential professionals to improve behaviors which are counterproductive or have become over-used strengths – helping professionals move to the next level of leadership.*
- **Embarking on a New or Expanding a Leadership Role**  
*Coaching to support the high-potential professional as s/he embraces a new or expanding role as an organizational leader to effectively achieve desired business outcomes or prepare high-potential professionals for future leadership responsibilities.*
- **Realigning Departments or Professional Talents**  
*Coaching for managers undertaking staffing reassignment and team adjustments to better align department objectives with employees' talents.*
- **Leading Organizational Change Initiatives**  
*Coaching for department leaders, executives, directors, or trustees who are tasked with navigating a complex change initiative that presents both challenges and opportunities.*
- **Enhancing Department Effectiveness**  
*Coaching for teams or departments to establish strategies which enhance communications and overall group effectiveness.*
- **Embarking on a New Professional Role in a New Work Environment**  
*Coaching to aid a professional as s/he transitions to a new work culture, team environment, and fresh responsibilities in a manner that respects individuality, skills, diversity, and workplace mores.*
- **Improving a Team's Effectiveness**  
*Coaching to assist managers with creating and implementing performance improvement plans for staff members, while also supporting direct reports with steps to achieve desired results.*