

IT Executive Coaching

Develop the competence, confidence, commitment, and consistency to meet the demands of today's fast-paced economy.

Elevate Your IT Leaders Higher & Faster Up the Maturity Curve

Today's IT leaders need to drive business opportunities by becoming strategic partners and innovative anticipators. O&A's Executive Coaching will accelerate the growth of your up-and-coming IT leaders by equipping them to:

- Function first and foremost as a business leader
- Leverage and communicate the value of technology as a strategic investment vs. an operational cost
- Develop C-Level and Board-Level relationships
- Drive results and impact through collaboration and influence
- Develop a culture of innovation, leadership, and accountability for your team and organization

Change How You Show Up as a Leader:

O&A's executive coaching provides individualized and targeted development for IT leaders based on your strengths, objectives, and skill gaps. Available in a 12-month engagement. The process includes a SMART-goal-based action plan as well as input from the coachee's sponsor to inform actionable change.

Leadership Assessment Core Competencies

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|------------------------------|--------------------|--------------------|-----------------|-------------------------|
| Agility | Business Acumen | Client Orientation | Collaboration | Communication |
| Digital Acumen | Influencing Others | Innovation | Leadership | Leading Change |
| Organizational Understanding | Problem Solving | Project Management | Strategic Focus | Technical Understanding |



A Process That Gets Results

STANDARD

KICK-OFF MEETING

Sponsor and executive coach meet to gather input and establish goals

1:1 COACHING SESSIONS

Participants meet 1:1 with their CIO coach for 12 one-hour coaching sessions over a year.

90 DAY ACTION PLAN

During 9th month of development, a 90-day action plan based on SMART goal model is introduced between the coach and participant.

MID-ENGAGEMENT MEETING

Sponsor and executive coach connect mid-engagement to share learning/feedback and refresh goals.

CONCLUDING MEETING

Sponsor and executive coach meet to review the engagement, share observations, and make recommendations for continued development.



PREMIERE

ASSESSMENT & *360 FEEDBACK

Self and manager assessments provide a 180-degree view of skills and strengths based on 15 core competencies. Results are used throughout the coaching engagement to guide areas of focus. 360 Feedback - Select up to 3 peers to provide 360 interview feedback on the selected participant.