



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 180-degree leadership assessment that helps inform the focus of one-on-one coaching sessions with your senior executive or CXO coach.

Leadership Assessment Core Competencies

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

12 -month engagement:



Kick-Off Meeting

Sponsor and executive coach meet to gather input and establish goals.



Assessment

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.



Talent Heat Map *(for groups with 5 or more participants)*

A talent heat map, based on the assessment data, provides insights into strengths and skill gaps.



1:1 Coaching Sessions

Participants meet 1:1 with their executive coach for one-hour coaching sessions.



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.