



Please go to the following link to confirm your attendance:

bit.ly/ecfp2018

* CASE SENSITIVE

Program Outline document is located in the front of the room.

Thank you!



Coaching and Feedback Program

Overview Session

Lynn Krage



Info: What is Coaching?

Coaching is a personalized development experience designed to advance your leadership skills through a structured program including one-on-one sessions with an executive coach.



Info: Why Leadership Coaching?

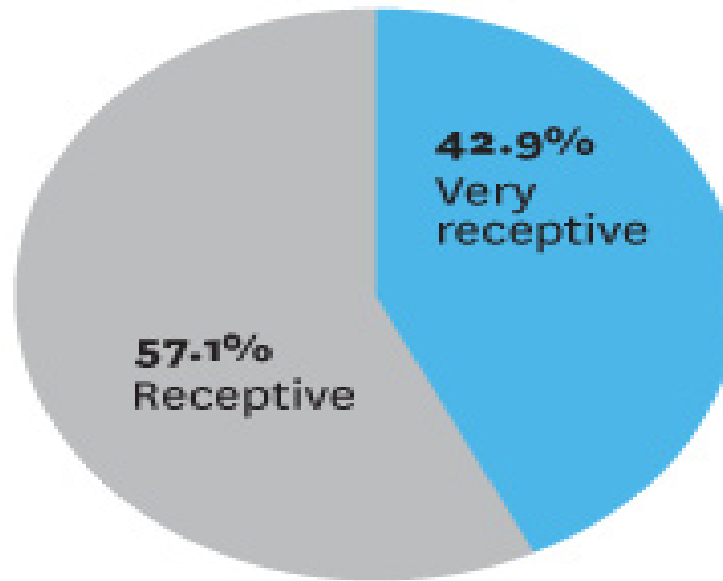
“To attain exceptional levels of performance, subjects must undergo a very long period of active learning, during which they refine and improve their skill, ideally under the supervision of a teacher or coach.”

— ERICSSON & CHARNES, 1994



Info: Why Leadership Coaching?

HOW RECEPTIVE ARE CEOS TO MAKING LEADERSHIP STYLE CHANGES IN RESPONSE TO COACHING AND FEEDBACK?



SOURCE 2013 EXECUTIVE COACHING SURVEY, STANFORD UNIVERSITY AND THE MILES GROUP

HBR.ORG

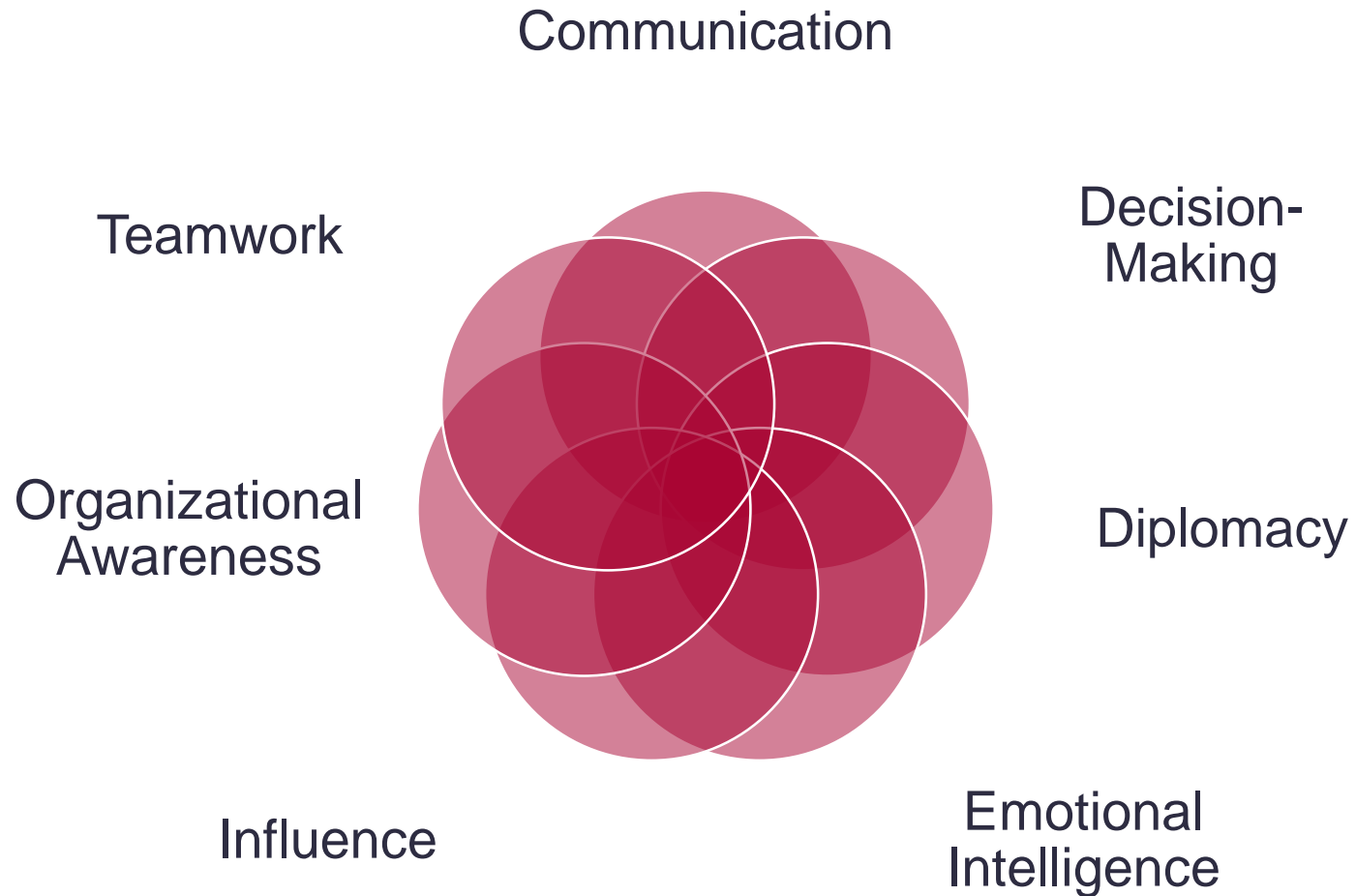


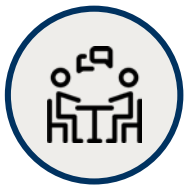
Info: What is Coaching?

Modality	Coaching	Counseling	Therapy	Consulting	Mentoring	Teaching	Training
Focus	Goal Achievement	Emotional Issues	Treatment	Implementation	Modeling	Knowledge	Systems
Expertise	Coaching	Mental Health	Psychology	Subject Matter	Subject-Area Experience	Information	Implementation
Time Orientation	Present goals, consistent actions, future results	Past experience compared with present circumstance	Past causes for present circumstance	Past processes applied for future results	Past successes modeled for present success	Past research shared to increase present knowledge	Past knowledge applied to present circumstances
Techniques	Questions, Forms, Challenges, Exercises	Exploration, Insight, Diagnosis, Remediation	Diagnosis, Discovery, Treatment	Observation, Implementation, Testing	Advising, Modeling	Lecture, Practice, Examples	Case Studies, Systems, Planning
Service Provided	Pragmatism, accountability	Safe space to share	Reason why	Proven methods	Proven track record	Food for thought	Practical strategies

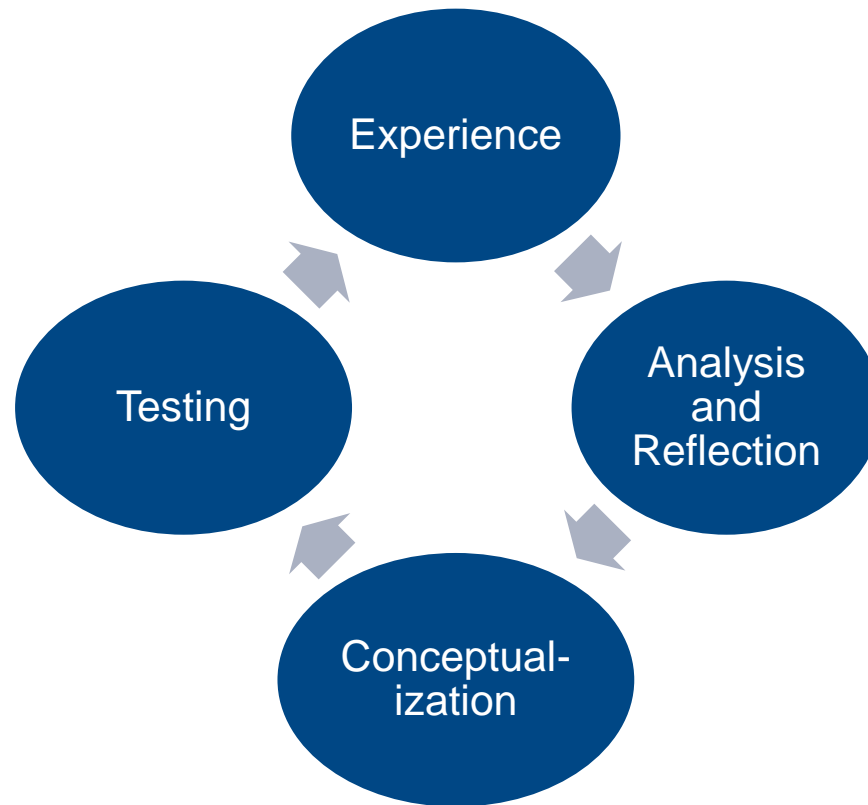


Assessment: Wharton Leadership Competencies





Info: Wharton ECFP Coaching Process





Info: Program Review



Info/Enrollment



Coaching Sessions

Meetings

Session notes

Prep forms



Assessment

Self

Other



Contracting

Development plan

Contract



Goal Setting

Session

Worksheets



Commencement

End of engagement assessments



Assessment: Wharton Leadership 360

Who to Ask...

Add a minimum of
7 respondents
More is better!

7-10 professional
contacts/fellow
students

Evaluators who
experienced your
professional
behaviors and the
results of those
behaviors

How to Ask...

Talk with each
respondent
personally before
sending the
assessment
invitation

You can use our
invitation template

MyWharton

[360 FAQ's](#)

Or visit our website
[360 FAQ's](#)

When to Ask...

1st Years: Should
already have
evaluators in the
system, if not
add them TODAY!

2nd Years: Think
about who you
would like to add.
Will receive new
assessment on
9/27.

**ALL Assessments
must be
completed by
October 11**



Goal Setting: Wharton ECFP Coaching Process





Sessions: How Does Coaching Work?

<https://youtu.be/Bzmof8P05uw>

	MENTORING	CONSULTING	THERAPY	COACHING
Thought	My experience is... I know how...	I am an expert. This is what you are paying me to tell you.	I will help you heal from the cause.	How can I support your learning? Where would you like to go from here?
Statement	“This is how I would do it.”	“This is how to do it.” “This is how you should do it.”	“Tell me about your past.” “What was it you went through?”	“What have you tried? How has that served or disserved you? What else is possible?”
Action	Guidance & advice	Direction, method, technique, & information	Probe, psychoanalyze, deep reflection, come to terms	Explore, experiment, learn new ways of working, thinking, doing, personally and professionally.

FAQ's

Should I participate in ECFP in my first or second year?

Depends on individual circumstance. Must have an environment to do coaching field work. Second year students report higher satisfaction rates.

Does ECFP conflict with participation in any other MLP offerings?

No

Do I need to complete the 360 to participate in coaching?

Yes, participating in the 360 Assessment and having a generated report is a requirement for ECFP.

How many people need to complete the 360?

5 external evaluators and your completed self assessment (6 total) at a minimum

Can you tell me who has/hasn't completed their assessment of me?

For anonymity, we cannot share who has/has not completed your evaluation. Reach out to all evaluators and thank those who have completed, and ask those who haven't to do so by **10/11**.

Additional Questions regarding the 360?
Please review on [MyWharton](#) or our [Website](#)



Info/Enrollment: ECFP Schedule

START DATE	END DATE	EVENT
9/10	9/12	Information Sessions
9/14	9/21	Enrollment
9/27	10/11	Qualtrics Online 360 Assessment Opens for Second Years
	By 10/11	<u>Complete self-assessment and have evaluators complete their assessments in Qualtrics</u>
10/15	10/26	Goal Setting Sessions - required to attend 1 session or a coach will not be assigned
11/15	12/15	Coaching Session #1 (75 minutes)
12/15	1/15	Coaching Session #2 (45 minutes)
1/15	2/15	Coaching Session #3 (45 minutes)
2/1	2/15	Midpoint feedback survey for program
2/15	3/15	Coaching Session #4 (45 minutes)
3/15	4/12	Coaching Session #5 (45 minutes)
4/15	4/29	Final feedback survey for program



Next Steps

Enrollment Opens: Friday, September 14th

Go to our [website](#) (also listed on the program outline) and fill out the enrollment survey.

Enrollment Closes: Friday, September 21st

Goal Setting:

- It is required to attend one Goal Setting Session.
- Goal Setting Sessions are scheduled for the weeks of October 15th and 22nd.
- You will receive more information on these sessions via email if you enroll in the program.



Q&A

Questions?

Please feel free to contact us with any questions you may think of after the presentation by e-mailing ECFProgram@wharton.upenn.edu or stopping by G47 in Huntsman Hall

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