Executive Coaching and Feedback Program
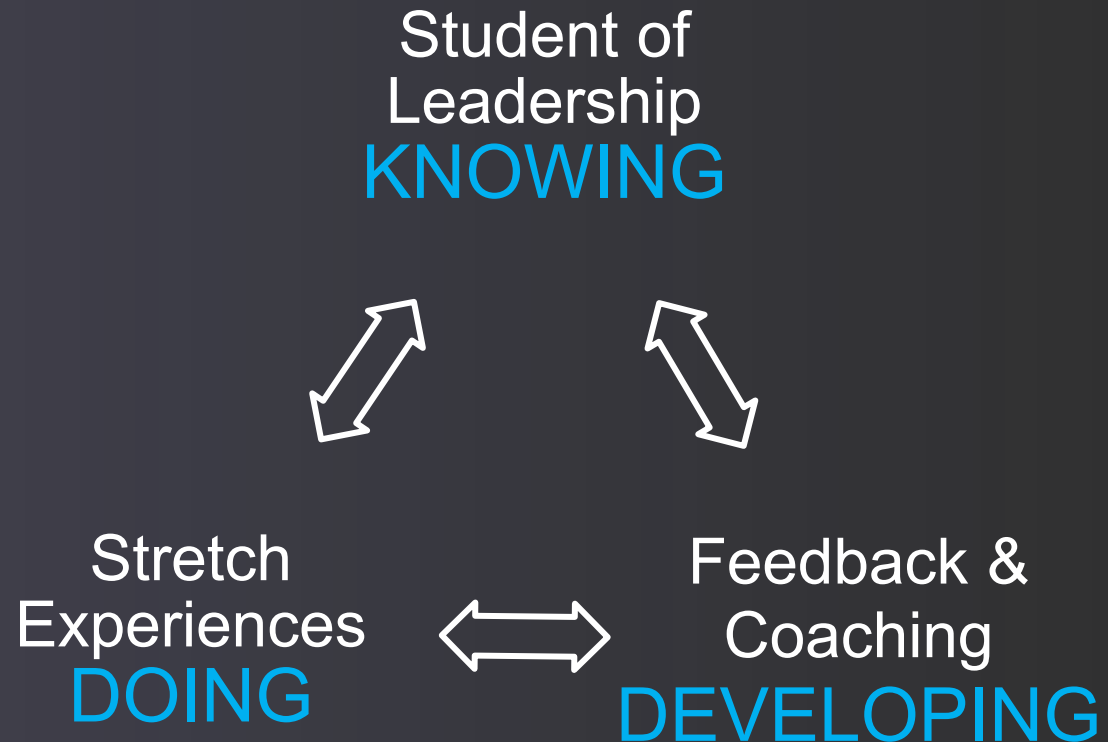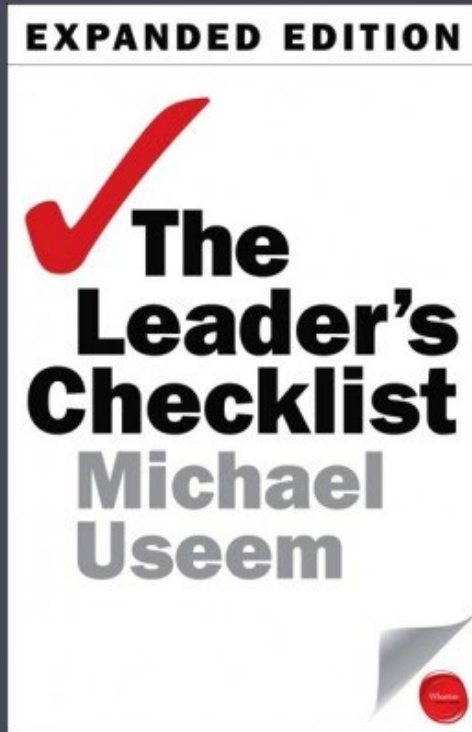
Information Session

Samantha Stahl
Ariana Alexander
Natalie Kauffman

The McNulty Leadership Program

Student of
Leadership
KNOWING

Stretch
Experiences
DOING

Feedback &
Coaching
DEVELOPING

Useem, Michael (2011). *The Leader's Checklist*. Philadelphia, PA: Wharton Digital Press

McNulty Leadership Program Portfolio

Term 5

Short Range 1-3 Days	Long Range 1 Week – Multi-term
Authors@Wharton	People Lab
WLV Intensives	P3: Purpose Passion Principles
	WLV Winter Ventures
	Gender Equity Roundtables

What is Leadership 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.

Why Leadership Coaching?

- To become a **better leader/team member**

- To focus on the specific competencies that contribute to **interpersonal effectiveness**

- To gather **feedback data** to get better insight into strengths and areas for development

- To engage in targeted **behavioral change** for leadership development

Why Leadership Coaching?

80% Increased self-confidence

70% Improved work performance, relationships, communication, and interpersonal skills

86% Organizations recouped investment

ICF Global Coaching Client Study, 2009

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 & Charness, 1994

Ericsson, K. A. & Charness, N. (1994). Expert performance: Its structure and acquisition. *American Psychologist, 49*(8), 725-747.

The Wharton Leadership Competencies

Communication

Decision Making

Diplomacy

Emotional Intelligence

Influence

Leveraging Culture

Teamwork
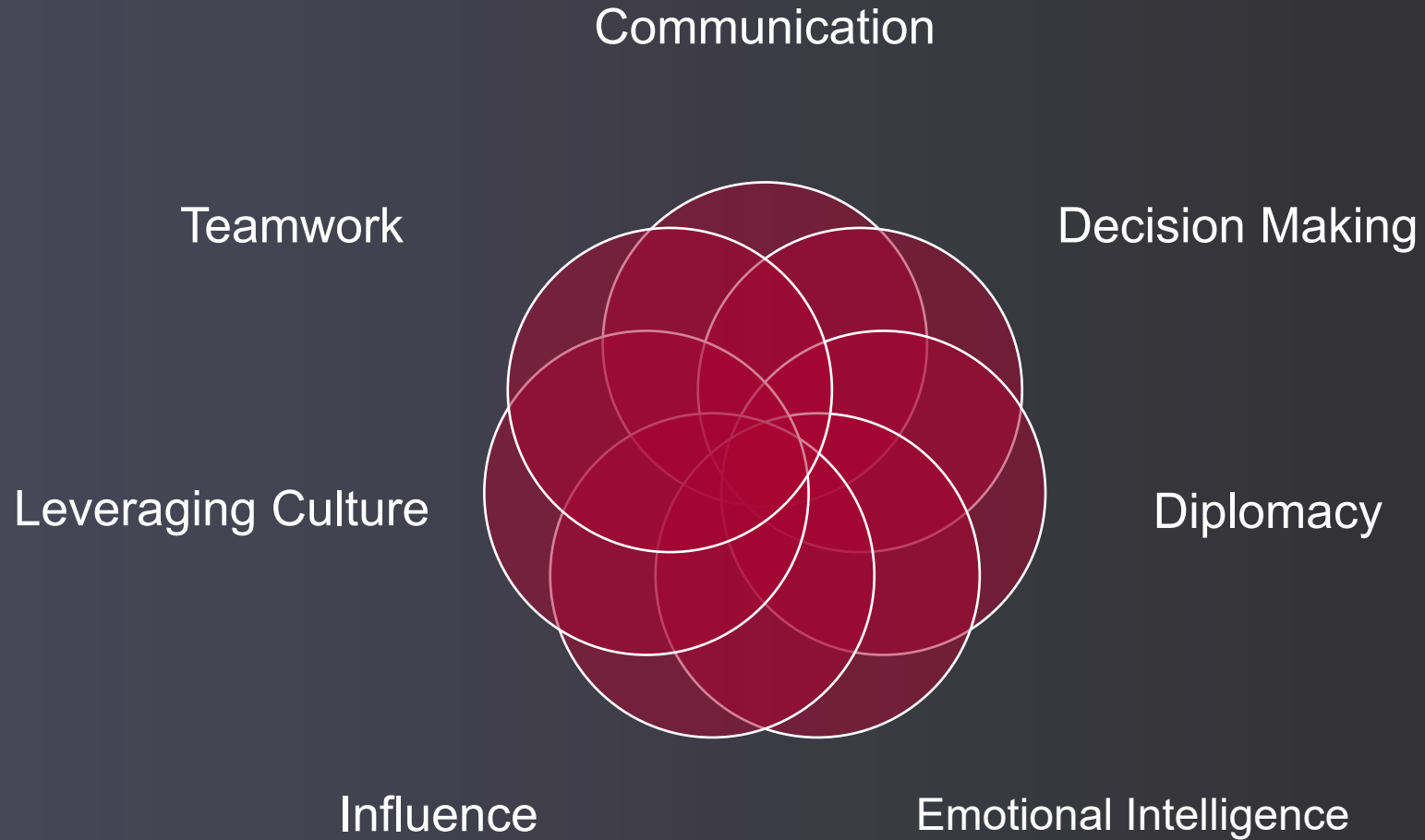
Wharton Leadership 360

Who to Ask...

Need 5 new evaluator responses to generate a report

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

Mix of professional colleagues & fellow students→ *prioritize professional contacts*

How to Ask...

Talk with each respondent personally before sending the assessment invitation

Use our invitation template found on People Lab

When to Ask...

You received access on June 3… invite evaluators!

Your respondents will receive the assessment once you enter them into the People Lab platform.

Assessments must be completed by June 21.

What is Leadership Coaching?

	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.

Coaching Bench

EXPERIENCE

Minimum of 5 years experience, majority with over 10 years

Coached Senior Executives, High Potentials and Entrepreneurs

Major global corporations

EDUCATION

Masters & PhD

ICF Certified

Knowledgeable in leadership development

Program Schedule

START DATE	END DATE	EVENT	TIME	LOCATION	NOTES	PARTICIPANT(S)
6/3/24	6/21/24	WL360 Assessment Distribution & Completion Deadline		Email Invitation	Survey	Students will be invited via email the week of June 3. In order to participate in ECFP students must meet minimum feedback requirement for Wharton Leadership 360 report release by June 21 to be assigned an Executive Coach. Please refer to provided FAQ documentation for additional details on feedback requirements.
6/4/24	6/4/24	Information Session	7:00 PM EDT 4:00 PM PST	Virtual	Live attendance strongly encouraged. Recorded and distributed post session.	Prospective Students and ECFP Team
6/3/24	6/16/24	Program Enrollment		Online Survey	Interested students **must** complete the enrollment survey in its entirety by 11:59 pm EDT on 6/16/24 in order to be accepted.	Students
6/24/24	6/28/24	Coaching Assignment Distribution		Email		ECFP Team
We encourage you to meet with your coach every 3 - 4weeks. The schedule below is a recommendation. Each student will receive a goal setting meeting and five coaching sessions. Students must complete all coaching sessions by December 1.						
7/8/24	7/28/24	Goal Setting Meeting	student and coach schedule independently	90 minute session		Student/Coach
7/29/24	8/18/24	Coaching Session #1	student and coach schedule independently	60 minute session		Student/Coach
8/19/24	9/8/24	Coaching Session #2	student and coach schedule independently	60 minute session		Student/Coach
Midpoint feedback survey for program			Online	10 minute survey		Students
9/9/24	10/6/24	Coaching Session #3	student and coach schedule independently	60 minute session		Student/Coach
10/7/24	10/27/24	Coaching Session #4	student and coach schedule independently	60 minute session		Student/Coach
10/28/24	12/1/24	Coaching Session #5	student and coach schedule independently	60 minute session		Student/Coach
Final feedback survey for program			Online	20 minute survey		Students
After completion of the Goal Setting Meeting, you may utilize one of your 60 minute coaching sessions for 30 mins of coach observation and 30 mins of coach feedback. Please communicate with your Executive Coach directly if this is of interest, to discuss specifics of inviting your coach to observe you during a team/group meeting through WEMBA or in your workplace.						

Room Reservations (SF/PHL)

WEST:

<u>To schedule space at any time:</u> Email the Front Desk at <u>wfs-frontdesk @wharton.upenn.edu</u> for a Case Study room.

EAST:

<u>Class Weekend?</u> Sign up at the SCC Front Desk for a Case Study room.

<u>Not a Class Weekend?</u> Reach out to your Class Manager or book a GSR in Huntsman Hall here: <u>https://apps.wharton.upenn.edu/gsr/</u>

Program Schedule

Enrollment Opens June 3

- Review via the Email/MyWharton post and fill out the enrollment survey

Enrollment Closes June 16

Assessment FAQ's

- Completing the Wharton Leadership 360 and having a generated report is a requirement for ECFP
- You need at least 5 external evaluators and your completed self-assessment to generate a report
- 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 June 21

Q&A

Questions after the Session?

Please feel free to contact us with any questions at ecfprogram@wharton.upenn.edu

Program Staff

Samantha Stahl
Director

Ariana Alexander
Associate Director

Natalie Kauffman
Program Coordinator

Atul Gawande on Coaching
TED Talk

https://www.ted.com/talks/atul_gawande_want_to_get_great_at_something_get_a_coach?

"Having a good coach to provide a more accurate picture of our reality, to instill positive habits of thinking, and to break our actions down and then help us build them back up again. It's not how good you are now; it's how good you're going to be that really matters." – Atul Gawande