Executive Coaching and Feedback Program

Information Session

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The McNulty Leadership Program

McNulty Leadership Program Portfolio

Term 5

**Short Range**
1-3 Days

Authors@Wharton
WLV Intensives

**Long Range**
1 Week – Multi-term

People Lab
P3: Purpose Passion Principles
WLV Winter Ventures
Gender Equity Roundtables
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
“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
The Wharton Leadership Competencies

- Communication
- Teamwork
- Decision Making
- Leveraging Culture
- Diplomacy
- Influence
- Emotional Intelligence
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?

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

<table>
<thead>
<tr>
<th>START DATE</th>
<th>END DATE</th>
<th>EVENT</th>
<th>TIME</th>
<th>LOCATION</th>
<th>NOTES</th>
<th>PARTICIPANT(S)</th>
</tr>
</thead>
<tbody>
<tr>
<td>6/3/24</td>
<td>6/21/24</td>
<td>WL360 Assessment Distribution &amp; Completion Deadline</td>
<td>Email Invitation</td>
<td>Survey</td>
<td>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.</td>
<td></td>
</tr>
<tr>
<td>6/4/24</td>
<td>6/4/24</td>
<td>Information Session</td>
<td>7:00 PM EDT 4:00 PM PST</td>
<td>Virtual</td>
<td>Live attendance strongly encouraged. Recorded and distributed post session.</td>
<td>Prospective Students and ECFP Team</td>
</tr>
<tr>
<td>6/3/24</td>
<td>6/16/24</td>
<td>Program Enrollment</td>
<td>Online Survey</td>
<td></td>
<td>Interested students <strong>must</strong> complete the enrollment survey in its entirety by 11:59 pm EDT on 6/16/24 in order to be accepted.</td>
<td>Students</td>
</tr>
<tr>
<td>6/24/24</td>
<td>6/28/24</td>
<td>Coaching Assignment Distribution</td>
<td>Email</td>
<td></td>
<td>ECFP Team</td>
<td></td>
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</table>

We encourage you to meet with your coach every 3 - 4 weeks. 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.**

<table>
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<tr>
<th>START DATE</th>
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<th>PARTICIPANT(S)</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/8/24</td>
<td>7/28/24</td>
<td>Goal Setting Meeting</td>
<td>student and coach schedule independently</td>
<td>90 minute session</td>
<td>Student/Coach</td>
<td></td>
</tr>
<tr>
<td>7/29/24</td>
<td>8/18/24</td>
<td>Coaching Session #1</td>
<td>student and coach schedule independently</td>
<td>60 minute session</td>
<td>Student/Coach</td>
<td></td>
</tr>
<tr>
<td>8/19/24</td>
<td>9/8/24</td>
<td>Coaching Session #2</td>
<td>student and coach schedule independently</td>
<td>60 minute session</td>
<td>Student/Coach</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Midpoint feedback survey for program</td>
<td>Online</td>
<td></td>
<td>10 minute survey</td>
<td>Students</td>
</tr>
<tr>
<td>9/9/24</td>
<td>10/6/24</td>
<td>Coaching Session #3</td>
<td>student and coach schedule independently</td>
<td>60 minute session</td>
<td>Student/Coach</td>
<td></td>
</tr>
<tr>
<td>10/7/24</td>
<td>10/27/24</td>
<td>Coaching Session #4</td>
<td>student and coach schedule independently</td>
<td>60 minute session</td>
<td>Student/Coach</td>
<td></td>
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<tr>
<td>10/28/24</td>
<td>12/1/24</td>
<td>Coaching Session #5</td>
<td>student and coach schedule independently</td>
<td>60 minute session</td>
<td>Student/Coach</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Final feedback survey for program</td>
<td>Online</td>
<td></td>
<td>20 minute survey</td>
<td>Students</td>
</tr>
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</table>

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

EAST:
Class Weekend? Sign up at the SCC Front Desk for a Case Study room.

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