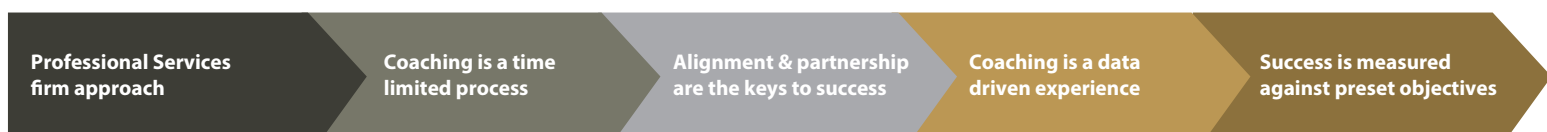


**RGP COACHING PRINCIPLES**



**FOUR STAGES OF COACHING**

**1. Aligning Objectives & Defining Success**

- **Initial Consult and Coach Match**
- **Initial Coach/Candidate Match**
- **Sponsor Team Meeting**
  - Discuss objectives and define success with:



**2. Data Collection & Relationship Building**

- **Candidate Data**
  - Life/Career History
  - Psychometric assessment
  - 360 degrees interviews and/or survey
  - Competency models and internal reviews
- **Business Knowledge & Data**
  - Internal: Culture, Business Strategy, Talent Strategy, Role Success, Performance Indicator
  - External: Industry, Climate, Competitors, Wild Cards



**3. Data Debriefing & Behavioral Coaching**

- **Debrief with Purpose of Creating Behavioral Change Items**
  - Leverage strengths
  - Develop opportunity areas
  - Mitigate deficit areas
- **Meet Approximately Every 3 Weeks to Allow Candidate Time to Practice Change**
  - 3-4 Debrief meetings over 2-3 months
- **Follow-up Sponsor Team Meeting Mid-Phase 3**
- **Pulse Check (360 degrees) Survey at Conclusion of Phase 3**



**4. Transition & Sustainability**

- **Action Planning**
  - Create a formal, written development plan  
*Candidate presents draft to manager*
- **Formal Transition Meetings with Sponsor Team**
  - Assign support roles
  - Schedule follow-up meetings between candidate & sponsor team
- **Final Meeting Between Coach and Candidate**



**COMMUNICATION PROCESS**

**Coach, Candidate, and Sponsor Plan**

- Initial consult regarding engagement
- Alignment meeting in Phase 1
- Sponsor team in Phase 3
- Transition and sustainability meeting
- Regular touch points with coach throughout process

**RGP and Client Organization**

- Monthly activity reports
- Bi-Annual or annual business review with our chief operating partner
- Select contact with RGP client relationship manager