

ROBERT GREGORY

A FRANKLINCOVEY® COMPANY



Partners

# Cohort (Group) Coaching

*The Next Generation in Executive Coaching and Leadership Development*

# Why Robert Gregory Partners?

- 1) Our coaching panel has 60 excellent coaches in North America, 80+ globally, of which **60% are female or diverse.**
- 2) Rooted in proven industry best practices, our coaching methodology is cutting edge and extremely effective. The result? **Our Executive Coaching and Transition Accelerator<sup>®</sup> Coaching success rate is consistently greater than 95%.**
- 3) We meet monthly with every coach on every engagement to make sure they are coaching as expected and a master coach helps with any challenges they are having.
- 4) We communicate with the client and sponsor team throughout the engagement with calls and reports to make sure the engagement is going well.
- 5) **We guarantee our results!** Coaching extensions are rarely needed. We survey the candidate and sponsor team after the engagement to ensure it has been a success.

# What is Cohort (Group) Coaching?

- Executive coaching is the most effective external development tool in the highest levels of your organization. Cohort based coaching leverages this effectiveness, while also introducing the benefits of peer to peer development and accountability.
- Cohort coaching drives development through individual development plans (IDPs) for each cohort member, as well as impacting the culture of the organization by coaching a focused group of leaders who continue to learn, grow and evolve together as part of the Cohort experience. This experience establishes a platform from which to launch broader cultural change.
- All of these factors allow more people to experience the benefits of coaching for a fraction of the cost per person.

# Cohort Based Coaching Benefits

Benefits to the Individual	Benefits to the Cohort
<ul style="list-style-type: none"> <li>Includes 1-1 coaching sessions</li> </ul>	<ul style="list-style-type: none"> <li>Creates sustainable change through “normalizing” feedback conversations</li> </ul>
<ul style="list-style-type: none"> <li>Individual development plans (IDP’s) are the foundation for the coaching process</li> </ul>	<ul style="list-style-type: none"> <li>Provides accountability around development within the peer group</li> </ul>
<ul style="list-style-type: none"> <li>Provides real-time feedback from the Cohort to drive IDP success</li> </ul>	<ul style="list-style-type: none"> <li>Creates a culture of feedback and development</li> </ul>
<ul style="list-style-type: none"> <li>Develops coaching and feedback skills of the participants</li> </ul>	<ul style="list-style-type: none"> <li>Develops coaching and feedback skills broadly across the organization</li> </ul>

When large numbers of leaders require coaching, Cohort coaching is the most cost effective and efficient way to achieve outstanding results, while also impacting the culture of the organization.

# Cohort Program Characteristics

- 4-8 individuals in each Cohort group.
- One or multiple Cohorts can be in the program.
- Timing of IDP creation and how it is used is customized to specific program requirements.
- Each Cohort group has an assigned coach.
- On average, the program will consist of 5-8 facilitated Cohort group meetings.
- Cohort group meetings typically occur every 6 to 8 weeks.
- Each facilitated cohort group meeting is 3-4 hours in duration
- Frequency and duration of individual coaching sessions are customized to the client needs for the program.

***Please Note:***

- *Each program is customized for group size, number of participants and meetings, and areas of content that can be added.*
- *Most programs fall between \$4,000-\$6,000 per participant.*

# Cohort Coaching Key Competencies

Key Competency	Individual Coaching	Cohort Coaching	Outside of Coaching
1 on 1 meeting with Coach and each Cohort member to debrief assessment and/or 360 data.	✓		
Coach works with the Cohort member to create an IDP.	✓		
Coach facilitates a series of cohort group coaching meetings utilizing each participants' IDP.		✓	
Cohort members provide and receive peer coaching through coach facilitated discussions.		✓	
Each Cohort member commits to short term action items to make progress against their IDP.		✓	
Internal or external speaker(s) may present at a meeting, depending on subject matter requirements (optional).		✓	
Individual Coaching meetings with Coach and Cohort members between Cohort sessions.	✓		
Coach assigns “homework” based on development needs of the Cohort.			✓
Progress against IDP is tracked (behavioral observations) between meetings.			✓



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Expertise



Scope



Results

HQ | Dublin, OH Offices | New York, NY & Los Angeles, CA  
75 Coaches and Consultants across the U.S. and Globe

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