

Stakeholder Centered Coaching Program

Overview

- Coach interviews stakeholders for 3-3-1 input (360 feedback interviews with stakeholders)
 - o Up to three greatest strengths.
 - o Up to three beneficial growth areas.
 - o Of the growth areas, the one to focus on first and practical suggestions to get started.
- Using feedback Create Action Plan with Goal & Behavior Checklist, with Leader.
- Identify & enroll Stakeholders.
- Leader follow-ups monthly with stakeholders.
- Leader daily tracks key behaviors form action plan.
- Weekly and as-needed check-ins with the coach.
- 30-Day Stakeholder check-ins.
 - o What progress have I made on my goal in the past 30 days?
 - o What suggestions do you have for me going forward?
- Mini-survey (at about six months and one year).
 - o What progress did I make on my goal using the -3—0—+3 rating?
 - o What suggestions do you have for me going forward?
- After-Action Review/Go-Forward Plan (Created by Leader).
 - o What were the objectives and how successfully where they achieved?
 - o What's the plan to maintain future momentum.

If you demonstrate (1) **humility**, which is a willingness to acknowledge that you're not perfect and no doubt have blind spots; (2) **courage**, which is the willingness to take steps that will initially be outside of your comfort zone; and (3) **discipline**, which is the necessary follow up and follow through by which the new behaviors become cemented into habits, we can't fail. If you are lacking any one of those three traits, we can't succeed."

Stephen Moulton and Marshall Goldsmith

<https://actionInsight.com>

3 Key Benefits of Stakeholder Centered Coaching® for Leaders and Organizations

Stakeholder Centered Coaching® is a revolutionary approach to executive development and leadership growth, developed by world-renowned leadership thinker, [Marshall Goldsmith](#). It is a transparent, structured, and time-efficient process that guarantees measurable results.

Here are three key benefits of this coaching methodology:

1. Building Trust and Alignment

In the [Stakeholder Centered Coaching® model](#), the leaders involve their stakeholders in the coaching process. This involvement encourages open communication, fosters trust, and ensures that the changes leaders make are aligned with the expectations and needs of those they lead.

2. Effective Change with an Action Plan

The coaching process is not just about discussing changes — it's about implementing them. Through this approach, leaders learn how to put their insights into action effectively, leading to real improvement in their leadership behaviors.

3. Measurable Growth

Perhaps the most significant benefit of Stakeholder Centered Coaching® is its ability to provide measurable results. After implementing the changes, the growth in leadership effectiveness is measured through follow-through and feedback from stakeholders. This ensures that the leaders are not just improving in theory but in practice.

Stakeholder Centered Coaching® offers a unique and effective solution for leadership development. It is a powerful tool that has been pioneered and perfected over more than 30 years, utilized by over 4,700 coaches across 110 countries, and trusted by leading companies worldwide.

Neither the person being coached nor the coach determines improvement.

*Rather the degree of improvement is determined by the stakeholders of the Leader
over the course of the engagement.*