

## COHORT COACHING FOR HIGH POTENTIALS

Cohort Coaching provides high potentials the opportunity to expand their leadership skills in a year-long shared learning experience. It is not intended for people who have leadership problems. Cohort Coaching is for good leaders who yearn to be great ones.

Cohorts are comprised of six to nine individuals from a single organization who make the commitment to meet as a group once a month over the course of a year. Facilitated by a leadership coach, the monthly sessions revolve around leadership topics identified as having the highest future value for both the individual and the organization. In the process, participants are exposed to a set of universal principles of high performance leadership and are expected to bring their leadership challenges to the table. These “cases” or situations provide the context for members to explore ways of strengthening their leadership effectiveness in “real-time” situations. The year-long experience allows participants to learn to embody their unique expression of the principles presented over the course of time.

Through deep exploration, inquiry and dialogue, the cohort and coach help participants identify their natural leadership styles and deepen their leadership capability. In addition to the monthly meetings, participants receive a monthly one-on-one executive coaching session to deepen their experience and pursue their own individual development plans.

### UNIQUE STRENGTHS OF COHORT COACHING

- Being part of a cohort group adds a powerful layer of accountability and enhances participants’ learning and level of commitment.
- Compared to 1:1 coaching where the coach only has the opportunity for dialogue with the coachee, the cohort experience provides the coach an opportunity to directly observe the coachee’s interaction and behavior within the group.
- When a coachable moment occurs in the group sessions, the coach (and fellow cohort members) can deliver real time intervention and this strengthens the effectiveness of the learning.
- The cohort provides for collective learning which helps to grow the organization more than working with a single individual.

### STRONG FACILITATION DELIVERS OUTSTANDING RESULTS



**Keith Merron, Ph.D.**, is the founder and Managing Partner of Avista Consulting Group, an organizational consulting and leadership development firm dedicated to helping organizations achieve sustainable high performance and industry leadership. He also teaches leadership at Hult School of Business and is in high demand as a speaker on the subject of leadership and building extraordinary organizational cultures. His style is direct, honest and supportive and he is noted for his ability to create memorable leadership learning experiences that have a lasting effect.

Keith received his Doctorate from Harvard University, where his studies spanned the fields of human and organizational development. He has conducted research on the relationships between human development, managerial effectiveness and high performance, and has published two books and numerous professional articles.

### PROGRAM OPTIONS

Our Cohort Coaching programs provide a confidential, open environment for top performers to strengthen their leadership effectiveness in ‘real-time’ situations. These facilitated discussions create an opportunity for participants to develop relationships across the organization. Contact us—we’ll show you how Cohort Coaching can help create a solid leadership team that enhances productivity and performance in your organization.

