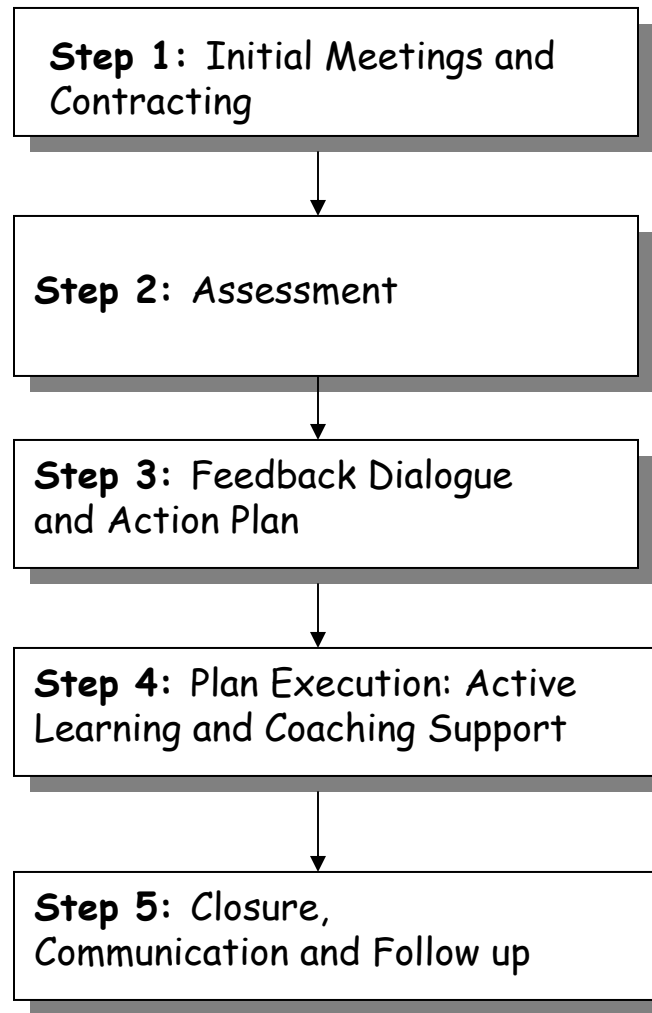


# What does the ideal Executive Career Transition process look like?



- Should include all stakeholders (Executive, Executive Coach, and corporate representative)
- Identify & agree-to objectives, timelines, outcomes, and financial terms
- Trusting environment created, includes spouse's involvement, as appropriate
- Face-to-face interview with Executive
- Assessment tools (e.g., Leadership Agility Profile, Myers-Briggs Type Indicator, FIRO-B, Hogan Development Survey, Emotional Intelligence View 360)
- Identify / understand business context and challenges
- Discuss feedback: strengths and development opportunities
- Identify and agree to action steps needed for successful career transition
- Coach works with Executive to implement action plan
- Coach guides, using a variety of learning techniques
- Typically supported by weekly coaching meetings and/or telephone calls
- At end of specified timeframe (4-6 mos.), assess progress, areas where change is needed
- Meet with Executive / review results