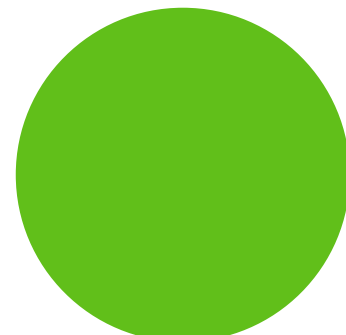




Coaching Services Overview

Spring 2026



CTD Coaching Philosophy Statement:



CTD coaching is focused on enabling sustainable change by empowering clients to develop the ability to **leverage their leadership strengths**, identify and then **bridge their gaps**. Clients gain the tools and mindset to navigate challenges, adapt to change, and continue their personal growth journeys.

Our coaches attain this by engaging the coachee in discovery through effective and **thought-provoking questioning** that helps the coachee have a realistic perspective. In addition, our coaches collaboratively **outline specific strategies and recommendations** that provide the coachee with specific options for achieving his/her objectives in *building key relationships, achieving results, addressing challenges and appropriately positioning themselves for success.*

CTD coaches are skillful at navigating the relationship with each coachee and determining the most **effective coaching techniques** to support their needs and objectives.

The ROI for Leadership Coaching

*Current research indicates that coaching is one of the **highest-return investments** an organization can make.*

The Multiplier Effect:

7x ROI

Organizations investing in coaching see significant return on investment.

Retention of High-Potentials:

40% more likely to stay

Top talent retention improves—avoiding costly replacement (1.5x–2x salary).

Decision Velocity:

20% faster decisions

Leaders navigate complexity faster, accelerating speed-to-market.

A Selection of Our Clients



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Impact of Coaching

Executive coaching has a positive impact on both your leaders and your bottom line.

70%

of coached individuals **improved performance, relationships, and communication**

86%

of companies feel that they **recouped the investment** they made into coaching, plus more.


Source: Institute of Coaching, Harvard Medical School.

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CTD's *on-target* Process

There are many coaching options in the marketplace today. Unfortunately, most options lack structure and organizational involvement.

Without those aspects, the coaching results are often very subjective, and ROI is sketchy. **on-target**[®] delivers ROI and **clear results** through our uniquely defined process.



PHASE I	Actions	Deliverables
1. DISCOVERY	Define current state and scope <ul style="list-style-type: none"> Collect background, assessment & performance information Identify & conduct relevant assessments Meet with HR partner, leader's manager, & leader Define desired state and identify roadblocks Document current state 	Baseline Data <ul style="list-style-type: none"> Input from stakeholders Assessment data
2. DEFINE SUCCESS	Clearly articulate coaching outcomes <ul style="list-style-type: none"> Agree to objectives and measurements Launch stakeholder baseline survey Clarify expectations for achieving success 	Coaching Objectives <ul style="list-style-type: none"> Coaching baseline measurement
PHASE 2	Actions	Deliverables
1. ALIGNMENT	Align stakeholders & create Coaching Plan to meet objectives <ul style="list-style-type: none"> Define roles and responsibilities Communicate progress report cadence Meet with HR partner, leader's manager, and leader Conduct additional assessments and/or collect feedback Create meeting calendar 	Roadmap for Success <ul style="list-style-type: none"> Coaching Plan
2. IMPLEMENTATION	Coach the leader and support the stakeholders <ul style="list-style-type: none"> Build rapport and trust with coachee Leverage on-the-job opportunities for development Coach the manager to support and guide the leader Repeat/adjust/add assignments for cumulative results 	Meeting Notes & Coaching Actions <ul style="list-style-type: none"> Coachee meeting summary and assignment Customized resources to support objectives
PHASE 3	Actions	Deliverables
1. EVALUATE AND UPDATE	Review progress against objectives <ul style="list-style-type: none"> Conduct progress meetings with the leader's manager & HR partner Assess leader progress against objectives Continue coaching 	Midpoint Check-in <ul style="list-style-type: none"> Updated Coaching Plan
2. SUMMARY AND RECOMMENDATION	Provide a summary of coaching success against objectives <ul style="list-style-type: none"> Collect final manager & HR partner's input Launch stakeholder final survey Deliver final leader report to leader, manager & HR partner 	Final Report with Recommendations

Team Coaching

“It is better to have a great team than a team of greats.”

— Simon Sinek

Team Coaching With Impact

We combine **team coaching, individual coaching, and structured facilitation** to create meaningful and sustained change.

Key elements include:

- Stakeholder input and leadership team diagnostics
- Facilitated working sessions focused on real business challenges
- Integration with individual coaching for key leaders
- Clear action plans tied to organizational objectives
- Ongoing reinforcement to ensure sustained behavior change

Thank you!



Connect the Dots is what
REAL LEADERSHIP
is all about.

More resources are
available at

www.connectthedotsconsulting.com

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