

**Participant:** John Doe

**Assigned Coach:** Linda Ash

**Event Date:** 1/11/2018 8:00:00 AM

**Completion Date:** 1/11/2018 12:26:17 PM

**Last Updated:** 1/11/2018 12:26:17 PM

**Date Added:** 12/28/2017

**Admin Comments:**

**Action Item:** Scheduled Coaching Call

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**Leader's Comments:** My Development Plan: (1)OBJ-Find a problem solving & Decision making model ACTION-Follow steps of model, memorize Edge training development center & web (2)OBJ-Understand effective questioning ACTION-Read 3 articles Edge Training development center & web (3) Understand how to help others manage change (Bridge Gap)Consider when I communicate change "How is it going to affect them" ACTION- Read 3 articles & take notes from book "Selling to Managing" Edge Training development center & Book "Selling to Managing"

**Coach's Comments:** John graduated as an education major specializing in biology and health and human performance. He worked in outside direct commission sales for three years and then was hired by the Company. He has recently become part of the Step Up program. He currently is a Sales Rep and calls on specialists and some accounts. He has worked within his district to onboard reps whenteh prior company was acquired. He leads a leadership lab that involves minorities in leadership. He is interested in management within the company in some form. We discussed the Knowledge for Leaders assessment as one that evaluates his recognition of behaviors that effective leaders possess. It is not a report card of how he does his job but rather an indicator of his current ability to lead others in certain tasks.

**What are the strengths you feel this leader possesses?** John had two "okays" indicating that in Coaching and Counseling and Performance Management he recognized behaviors that effective leaders possess in greater than 70% of the questions.

**What are the areas for development you feel this leader should focus on?** John scored a "need" in 6 of the tasks, meaning that he recognized less than 70% of the behaviors of effective leaders. We looked at the questions and corresponding behaviors under Problem Solving and Decision Making, Managing Change, and Managing Conflict. There were four areas that had a number of behaviors in common and these were identified as 1) Effective questioning 2) Looking at the employees viewpoint when communicating with an employee 3) Following of a problem solving model and 4) Following of a Decision Making Model.

**What action item(s) do you recommend for this leader in order to achieve their desired goal?** I suggested that John proactively contact his manager and set up a time that they could meet to discuss his development. I also suggested that he leverage his good score in Coaching and Counseling in some way. I suggested that he look at a resource on the EDGE site or on the company site for info on Effective Questioning Skills, Change Management, Using a Problem Solving Model, and Using a Decision Making Model.

**Rate the leader's overall preparedness of the coaching call on a scale of 1 - 6:**

**Was the leader prepared for the coaching call?** High Performance (6)

**Was the leader able to articulate the objective of the call?** High Performance (6)

**Was the leader proactive during the call?** High Performance (6)

**Did the leader demonstrate commitment to achieving the objective?** High Performance (6)

**Average Ratings: 6**