MRA Leadership Coaching

MRA coach meets with the leader and all others involved as appropriate to discuss expectations, overall development goals, and desired outcomes. We'll also discuss the overall coaching process, communication expectations, and logistics.

1. The coach and leader develop a plan and identify development activities. Activities may include:
   - Self-assessment of current competencies and future development needs and desires.
   - Completion of a 360 assessment to gather feedback about leadership competencies, strengths, and opportunities. MRA uses the Checkpoint 360® which highlights a leader’s performance in 8 universal management competencies and 18 key skill sets.
   - Gathering feedback from Leader’s stakeholders.
   - Recommending other assessments, conduct interviews, and use other methods of gathering information to help recognize and understand opportunities for change.

Initially, coaching meetings take place about once every one or two weeks and last 1.5 to 2 hours. The frequency and duration of meetings depends on activities and progress. The leader also has access to the coach by phone and email between scheduled meetings.

2. The leader will have assignments to complete in between coaching sessions and should expect to devote approximately 2 hours a week to developmental work.

3. Planning periodic check-in meetings with the leader’s manager to assess progress throughout the engagement.

Typically, coaching engagements continue for six months. After six months the leader, sponsors, and coach will decide whether to continue the current schedule, transition to new goals, or transition to a different schedule of meetings and activities.

4. MRA’s coaching model is based on a partnership between the coach, leader, and the leader’s sponsor. The partnership provides a framework for interaction and ensures a common direction for development making the best use of everyone’s time, talents, and resources. The purpose of the coaching partnership is to meet the goals of the leader and the organization.

MRA Coaches

MRA coaches bring the best of both worlds to the coaching process—real world experience as executives and leaders in various businesses and industries and the coaching expertise to guide the executive through self-discovery, personal development, and creating change that leads to improved personal and business results. MRA understands today’s workplace challenges, and our approach is both realistic and practical. In addition, our coaches have completed MRA’s Coaching Certificate program to ensure consistency between different coaches and quality throughout the entire process.