OCM

LEADERSHIP DEVELOPMENT

Executive Coaching

OCM provides executive coaching for management leaders. Each 6- or 12-month engagement pairs a participant with a credentialed OCM executive coach to support leadership development and sustained performance improvement.

Executive Elevate
Senior leaders & executives
6 or 12 months

Momentum Coaching
Emerging & mid-level leaders
6 months

DELIVERY & SUPPORT
Face-to-face or virtual
Weekly sessions + coach access

Your engagement includes

- One-on-one coaching sessions with a credentialed OCM executive coach, held face-to-face or virtually based on participant needs.
- An initial consultation to discuss intended outcomes and establish an action plan.
- A 360-degree assessment administered at the beginning of the coaching process.
- Coaching goals aligned to the Client's core leadership competencies.
- Structured conversations with the participant's manager and other relevant stakeholders regarding the coaching assignment.
- Scheduled weekly coaching sessions, face-to-face or virtual.
- Coaching documentation completed with the coach's assistance: a coaching agreement, action plan, and end-of-engagement summary.
- Planning sessions with the coach, participant, and manager to share feedback and involve the manager in the development process.
- Unlimited email access to the coach, plus urgent call access between formal sessions.
- Tools and practices to sustain performance improvements gained through the coaching experience.

Engagement Timeline

A representative timeline for coaching participants.

MILESTONE	ACTION	RESPONSIBLE
Session 1	Meet with manager and coach to review 360° results and refine coaching goals; complete the Coaching Action Plan.	Participant, Manager, Coach
Ongoing sessions	Attend regularly scheduled coaching sessions; provide a written progress summary with recommendations to the manager at approximately the engagement midpoint.	Participant, Coach
Midpoint check-in	Meet with manager to discuss progress and receive feedback and recommendations.	Participant, Manager
Final session	Complete the End-of-Engagement Summary and build an action plan for continued leadership development.	Participant, Coach
Close-out	Provide a final written summary with recommendations to the manager and Human Resources.	