



on-target®

COACHING IN FOCUS THE MEAN ROI FOR COMPANIES INVESTING IN COACHING WAS SEVEN TIMES THE INITIAL INVESTMENT, ACCORDING TO A RECENT GLOBAL SURVEY REPORTED BY FORBES. AND FOR MORE THAN 25 PERCENT OF RESPONDENTS, THE ROI WAS 10-49 TIMES THE INVESTMENT.

Why you should choose *on-target*®

The *on-target*® coaching product is designed to accelerate the success of new leaders and positively impact your organization's business performance. Leaders, their managers, HR partners and other key stakeholders are all involved in the process.

The *on-target*® coaching product delivers structure and organizational involvement that most other coaching programs lack, giving you a definitive ROI plus identification of the real potential of a leader.

This is our "secret sauce." **We help you look beyond the typical identifiers of a leader and go deep to discover how their dormant traits can be nurtured and strengthened.**

connect
the dots

Coaching that gives your organization the human resources they need for a competitive edge.

When it comes to human resources and talent management, you want the right people ready at the right time.

No longer can organizations afford to hire employees and hope they stay long enough to justify the expense of developing them. You can't afford to invest resources in poor performers but you must invest in high potential leaders.

You need talent that makes a difference. You need to attract and develop the leadership talent to support your business operations and your customers. And you need to develop the pipeline of emerging talent as your organization anticipates future retirements from the "baby boomer" generation.

With the *on-target*® coaching product, you get a time-tested methodology that delivers leader performance and gives your organization the competitive edge it needs.

You need a program that provides:

- ✓ A customized coaching plan
- ✓ Coaching action items and resources
- ✓ Structured coaching sessions
- ✓ Assignments that meet objectives
- ✓ Scheduled updates and progress reports
- ✓ Candid feedback and recommendations

You need *on-target*®

on-target® Coaching Process

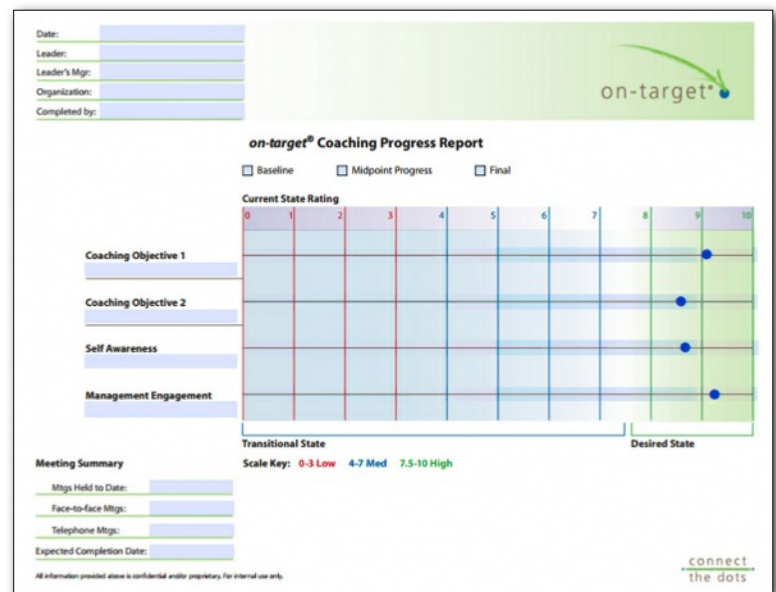
Phase	Action
Discovery	Define current state and scope
Define Success	Clearly articulate coaching outcomes
Develop on-target® Roadmap	Align all stakeholders
Develop Individual Coaching Plan	Create an individual coaching plan to meet objectives
Implement on-target® Roadmap	Coach the leader and support the stakeholders
Evaluate & Update	Review coaching progress against objectives
Summary & Recommendations	Provide a record of the coaching process and recommendations for next steps

on-target®: Redefining The Organizational Coaching Experience

We use innovative and practical approaches to help leaders and high-potentials understand the impact their leadership styles, behaviors and performance have on them, their team and your organization.

on-target® delivers measurable results, giving you better progress reports that reveal strengths and weaknesses.

We get to the heart of your coaching challenges and implement tools and processes that drive results, create accountability and measure impact.



Powerful, effective leadership coaching is just a phone call away. **Give us a call at 855-316-8161 or contact us by email at info@connectthedotsconsulting.com.**

We can't wait to introduce you to our team and together, make a difference with your employees, your teams, and your organization.

Call and set up a no-obligation discussion today.

