



executive coaching

aiir | consulting^{LLC}

Leading the new era in business psychology

ASSESSMENT | INSIGHT | IMPLEMENTATION | REINFORCEMENT

What is Executive Coaching?

Executive Coaching draws upon motivational and behavioral strategies to improve a client's work performance. The coaching process begins with a thorough assessment of a client's strengths, weaknesses, and any problem areas that interfere with a client's work. Once these are identified, a personalized development plan is constructed with focused objectives and strategies. These strategies are then implemented through coaching sessions to achieve the client's objectives. As the client progresses toward their goals, coaching sessions focus on maintaining the client's gains. Executive Coaching can be used to address a broad range of needs, including:

- **Coaching for a Skill:** Learn new approaches and behaviors, acquire information, change attitudes or perspectives.
- **Coaching for Performance:** Focus on current role and need to function more effectively.
- **Coaching for Development:** Focus on future role, address long term developmental needs, strengthen leadership skills.
- **Coaching for the Executive's Agenda:** Focus on personal and developmental goals.

Why use Executive Coaching?

When objectives are met, executive coaching can produce behavioral change that can have a profound impact on a client's work, their organization, and their life outside the office. Individuals who have completed successful executive coaching programs have cited the following changes particularly beneficial:

- Expanded Leadership Ability
- Increased Executive Presence
- Enhanced Interpersonal Effectiveness and Relationship Building
- Better People Management and Communication Skills
- Improved Confidence Level
- Greater Political Savvy and Improved Negotiation Skills

Common Situations for Executive Coaching:

Leadership Development

- When a company wants to enhance a leader's tools and skills to fulfill roles
- When an organization needs to identify and develop high potentials
- When a candidate is selected for a new role in the organization

Enhancing Performance

- When accelerated individual effectiveness is needed
- Behavioral change is needed for a specific domain of effectiveness (i.e. interpersonal skills, critical thinking, communication skills)

Change Management

- Acclimation to significant changes in corporate culture or structure (i.e. M & A, resizing)
- Planning for succession and post-corporate life

Why use AIIR Coaching?

Accessible

AIIR Consulting’s goal is for coaching to be available to leaders at every level within an organization, and not reserved for just senior management.

Convenient

Harnessing video conferencing software and its own custom-built platform, AIIR™ coaching can be done virtually any place there is an internet connection. This is extremely valuable for the client who is traveling, cannot coach during the day, or is not set up to pay additional fees for their coach, such as travel expenses.

ROI

Executive coaching is a proven process that generates real results, including improved work performance, increased productivity, and more effective leadership skills.

Systematic

Utilizing its own proprietary model developed by business psychologists, AIIR™ systematically targets growth and behavioral change through its four stage AIIR™ process: Assessment, Insight, Implementation, and Reinforcement.

a	Assessment- A combination of psychometric assessments and interviews are administered to derive a comprehensive picture of the client’s current leadership strengths, styles, and areas that are in need of further development.
i	Insight- is generated by identifying connections between the client’s work, life history, and any circumstances impacting current performance. Client and coach work together to develop a strategic action plan.
i	Implementation- Client and coach meet to implement a customized action plan. Communication in between consultation meetings facilitates a highly focused approach toward goal achievement.
r	Reinforcement- strengthens and refines the client’s new knowledge and skills. When the client has met established objectives, the reinforcement phase transitions into maintenance of the client’s gains.



The AIIR™ Platform is a cloud-based environment where a client and coach can confidentially collaborate in between meetings. With AIIR™ Platform tools, a client can access reports and articles relevant to their coaching, track progress toward goal attainment, and complete coaching assignments - all in one shared space. By promoting continuous development in-between meetings, the AIIR™ Platform maximizes the level of growth and impact that can be derived from the coaching engagement.

aiir platform

Help

step 3: implementation



- Modifying leadership style in meetings [Review previous 2 team meetings and recent board meeting]
- Key issue: effective communication in meetings.
- Exploring culture challenges of upcoming merger.

aiir platform LAUNCH Video Chat

SEND Video Chat Link

COPY Video Chat Link

COACHING NOTES

Create a Note

2/05/2010	Team project issues: I'm having trouble working w...	2
23/05/2010	assignment from 2/6: Assignment: Practice the Pa...	
23/05/2010	Re: Optimism article you sent: I've read the arti...	

CALENDAR

- 12 Jun 21, 2010 05:00 PM - 06:30 PM
- 12 Jun 30, 2010 10:00 AM - 11:30 AM

MY LIBRARY

Upload New File

- Article: assessment report
- Article: Hogan assessment
- Article: Lifestyles inventory results
- Assessment Report: Assessment report
- Assessment Report: aiir assessment report
- Assess: CHAT

AIIR Platform Tools



Coaching Notes: Coaching notes are used to communicate in between sessions about topics related to the coaching work.



Chat: A messaging feature that can be used for real-time communication when both the coach and client are logged in.



My Library: Storage for all documents, articles, and reports pertaining to the coaching work.



Calendar: A shared calendar between coach and client enables the client to view upcoming coaching meetings.



Telepresence: By pressing the “Launch Video Chat” button, a client enters into a telepresence meeting with their coach.



Objectives: Client’s action goals are displayed for each sessions.

Executive Coaching with HD Telepresence Technology



AIIR Consulting’s utilization of telepresence technology makes coaching meetings possible virtually anytime and anywhere there is a high-speed internet connection. Some benefits include:

- Reduced expenses from travel and lodging
- Environmental savings
- Meetings can conveniently be held at the office or at home
- Client is provided a deluxe webcam and microphone kit to plug into a laptop or desktop



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Leading the new era in business psychology

AllR Consulting, LLC is the future of business psychology. Recognizing that time is everyone's most precious commodity, AllR Consulting sets a new standard by maximizing the convenience and accessibility of its executive development services through rich technology integration. Utilizing telepresence technology, AllR consulting delivers executive coaching, executive assessment, leadership development, and health and wellness coaching. All consulting is conducted using the company's four stage change process called AllR™ - Assessment - Insight - Implementation - Reinforcement

ASSESSMENT INSIGHT IMPLEMENTATION REINFORCEMENT