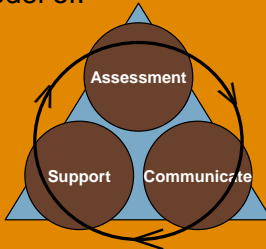


**Cosgrove Partners** coaches are focused on developing and enhancing the leadership effectiveness of individuals and teams. Each CP coaching program follows our three phase coaching model of:

**Assessment**

**Communication**

**On going support**



Our coaching alternatives are designed to serve a variety of needs from helping key executives sort through demanding career, leadership, and life issues to helping teams develop and integrate a coaching culture in their business.

## Summit Executive Coaching

### *Overview:*

The Summit Executive Coaching program is designed to provide high potential individuals with independent, objective and actionable feedback.



Our coaches provide an unbiased sounding board combined with practical, hands-on, experience in developing individual leaders as well as leadership teams.

We take a holistic approach while coaching our clients and will challenge them to be their best in all walks of life.

### *Assessment*

We begin with a simple interview of our client and follow with a balanced assessment of the individual. The assessment includes:



- *Personality and style surveys*
- *360° feedback*
- *Shadowing*
- *Comprehensive interviews with the clients business associates, direct reports, and various senior level relationships.*

### *Communicate*

We review the assessment with the client and select focus areas based on the goals of the individual. The coach and the client create an action plan specifically designed to accomplish these goals.

### *Support*

The coach and the client determine the best methods and frequency for communication. Coaching sessions are conducted over a 4-12 month period and may include each of the following:

- *In person coaching*
- *Shadowing*
- *Meeting observation*
- *Associate interactions*
- *Phone calls, e-mails*
- *Additional 360° reviews*



### *The Results*

Our clients experience more balanced and effective executive and leadership skills from having a non-political relationship that provides them with honest and direct feedback.