

DESCRIPTION OF SERVICES

Category 7. EXECUTIVE COACHING

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Assist executives in examining their styles and impact on the organization and facilitate awareness of their own strengths and areas in need of development. Review of organization's objectives, standards for success, obstacles to achieving goals, and executive's proactive action plans and skills to address issues. Review of self assessment, 360° feedback and other instruments. Provide individual coaching on executive topics and issues such as:

- developing short- and long-term strategic direction
- initiating and championing change initiatives
- maximizing individual and team performance levels
- effective communication strategies
- sustaining effective cross-functional collaboration
- assessing decision complexity and impact
- application of data to problem resolution

PLEASE NOTE: The consulting category description above provides an overview of this consulting category. The description is not intended to identify all the consulting services that may be provided under this consulting category. In addition, an agency's scope of work for a specific consulting project may not include all the services identified in this consulting category. Services covered by this contract do not include information technology and telecommunications related services, which are provided through the Virginia Information Technologies Agency (VITA). The development and delivery of training is not included as part of this contract.