

End of Program Review

October 2024



Empower your talents!

Grow your business faster.

Participants' dashboard



		CM	360	3W	3	4	5	6	7	8
1	Participant 1	Completed	Completed	Completed	Completed	Completed	Completed	Completed	Completed	Completed
2	Participant 2	Completed	Completed	Completed	Completed	Completed	Completed	Completed	Completed	Completed
3	Participant 3	Completed	Completed	Completed	Completed	Completed	Completed	Completed	Completed	Completed
4	Participant 4	Completed	Completed	Completed	Completed	Completed	Completed	Completed	Completed	Completed
5	Participant 5	Completed	Completed	Completed	Completed	Completed	Completed	Completed	Completed	Completed
6	Participant 6	Completed	Completed	Completed	Completed	Completed	Missed / cancelled with less than 24 hours notice	Completed	Completed	Completed

97 %
of sessions are
COMPLETED

Completed
 Missed / cancelled with less than 24 hours notice

CM: Chemistry meeting | 360: 360-degree feedback survey | 3W: 3-way alignment session

End of program feedback(1)

Overall, I am satisfied with the coaching program..



Coaching increased my awareness and understanding of my situation, success factors and priorities.



Coaching influenced my skills development.



End of program feedback(2)

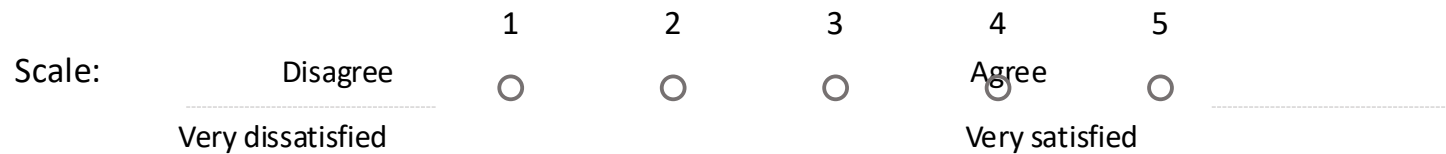
Coach asked accurate, valuable questions that led to the discovery of important information.



Coach stimulated me to develop my solutions, to search for new ideas and to experiment.



Coach motivated me to act, supported my self-discipline and decision-making.



Did you achieve the goals/results you were looking for from the coaching engagement?

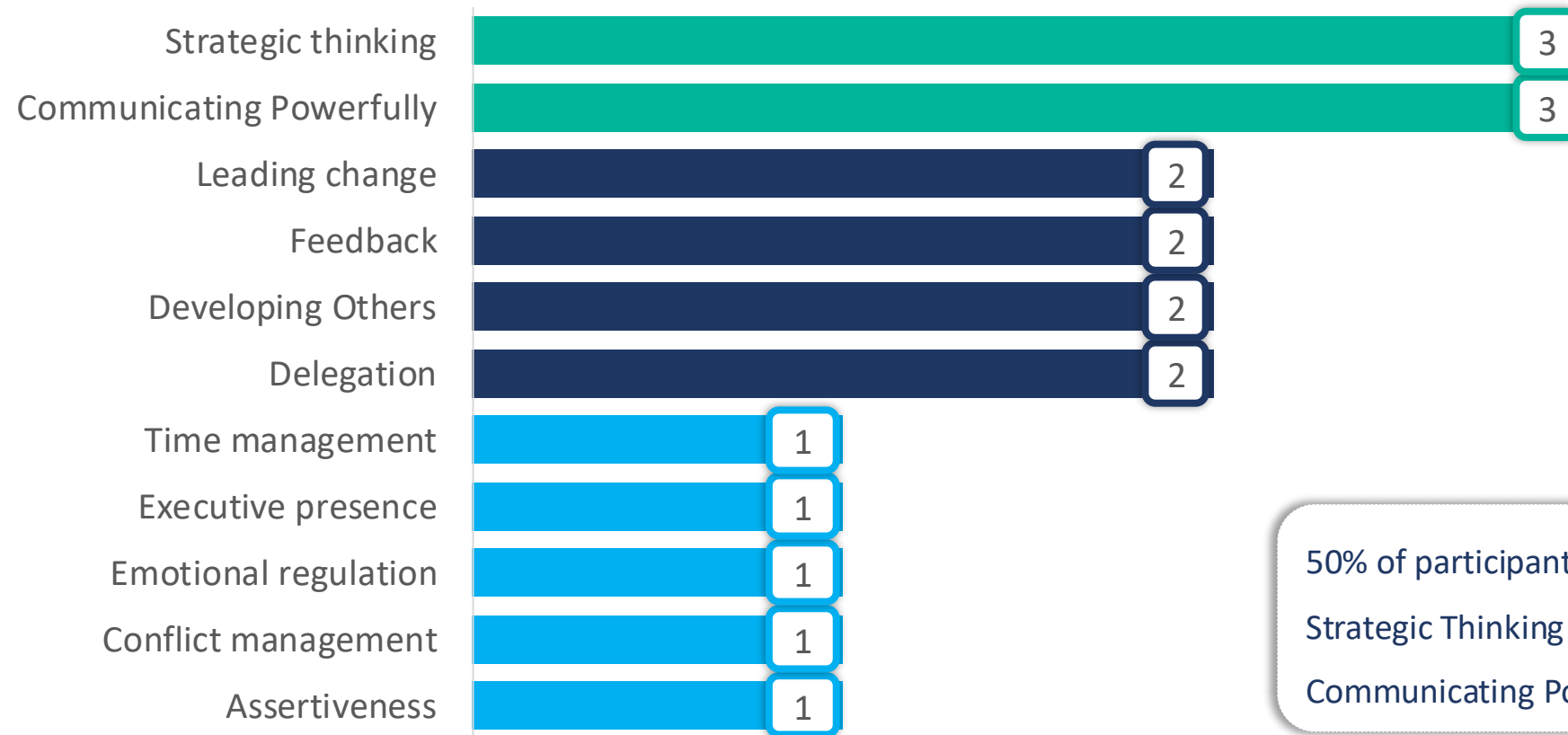


Our SPARK matrix

A holistic framework consisting of **32 leadership competencies**

<p>Understanding the Business and Customers</p> <p>Strategic Thinking</p> <p>Making Complex Decisions</p>	<p>Time Management</p> <p>Ensuring Accountability</p> <p>Driving Results</p>	<p>Executive presence</p> <p>Assertiveness</p> <p>Building personal brand</p> <p>Courage</p>	<p>Communicating Effectively</p> <p>Building Effective Teams</p> <p>Collaboration</p> <p>Motivation</p> <p>Presenting and public speaking</p>	<p>Learning and Self-Development</p> <p>Promoting Innovations</p> <p>Growth Mindset</p>
<p>Strategize</p> <p>Solves Problems and Analyzes Issues</p>	<p>Perform</p> <p>Delegation</p> <p>Action Oriented</p>	<p>Arise</p> <p>Being Resilient</p> <p>Emotional regulation</p> <p>Instilling Trust</p> <p>Empathy</p>	<p>Relate</p> <p>Feedback</p> <p>Active listening</p> <p>Developing Others</p> <p>Conflict Management</p> <p>Organizational savvy</p> <p>Recognition</p>	<p>Kaizen</p> <p>Leading change</p>

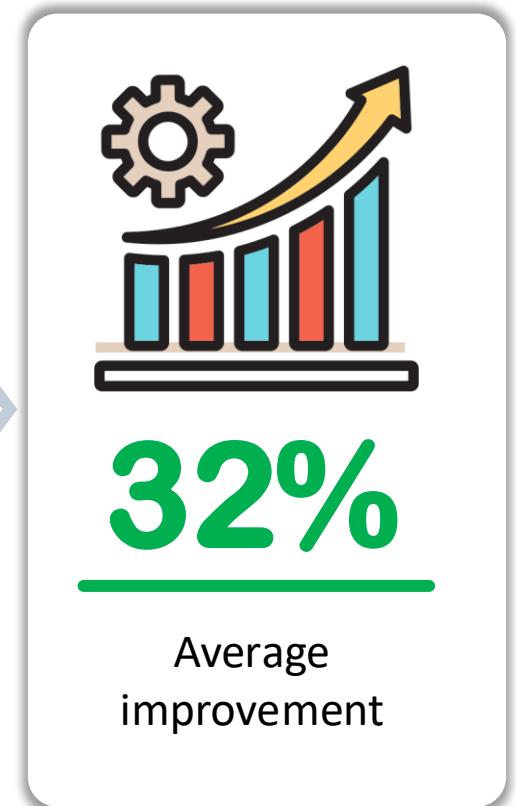
Chosen Leadership Skills for Development in the Coaching Program



50% of participants worked on Strategic Thinking and Communicating Powerfully.

Tracking Progress: Competence Satisfaction Before & After

Competence	Before	After	Progress
Feedback	5.0	8.0	3.0
Strategic thinking	6.0	7.5	1.5
Communicating Powerfully	6.0	7.5	1.5
Developing Others	7.0	10.0	3.0
Delegation	6.0	5.0	-1.0
Strategic thinking	5.0	8.0	3.0
Leading change	5.0	6.0	1.0
Feedback	7.0	9.0	2.0
Communicating Powerfully	5.0	8.5	3.5
Delegation	4.0	6.0	2.0
Time management	6.0	6.0	0.0
Communicating Powerfully	3.0	4.0	1.0
Executive presence	5.0	7.0	2.0
Emotional regulation	6.0	7.0	1.0
Leading change	5.0	7.0	2.0
Developing others	5.0	6.0	1.0



End of program feedback (3)

It has been an experience like no other, where the coach helps a lot to get deeper in your thoughts, examine your past experiences, and draw hypothetic scenarios looking into the future.

Overall, what did you achieve thanks to coaching?

Awareness, confidence, urge to further self-develop

Thanks to the sessions with Tanya I have managed to develop sustainable self-awareness to continually extend my professional comfort zone and further develop my professional competences on a meta level as behavioral patterns. I am truly grateful for achieving that!

End of program feedback (4)

The coach was very important I believe. It took some time initially to understand and bond but then it was valuable and very deep experience when working with my coach.

What was valuable for you in the coaching program? What you benefited from and/or enjoyed the most?

Trust, advices, additional materials for offline reading

If you want a rock star team, treat everyone as a rock start

The direct communication and the approach for driving my self-awareness and guiding the definition of my goals which will help me "step on the next level"

Практичните съвети

End of program feedback (5)

That was the best coaching session I have ever attended.

What could be changed in the program and the interactions with your coach to make the coaching engagement even more effective for you?

Agree on some preparation steps for the next session (apart from the homework)

Keep basing training on real life examples / situations

That was the best coaching session I have ever attended.

n/a

End of program feedback (6)

How likely is it you would recommend our company to a friend or colleague?



NPS Score: 100*

*Average for training industry: 30.

Thank you!