

Let's call the coach!

QUESTIONS TO SCOPE AND  
PREPARE FOR A COACHING  
ENGAGEMENT

These are the notes and ideas of:

Date:

Exploratory Session Date:

Kay Group contact:

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## KAY GROUP COACHING FOCUS



# NOTES—What to discuss

## Who needs a coach?

	Level	Candidate Name		Leader Type
				Seasoned current Leader
	Myself			New Leader
	Board Member			Successor
	Executive Team Member			First-Time Leader
				Future Leader
	Middle Manager			Expat Leader
				Female Leader
	Leadership Talent			Leader with Performance Issues
				Other (e.g. team)

## What's the situation? Your challenge, problem and / or need?



# Kay Group Coaching Offerings and Leader type

	Future Leader	Next Leader (Successor)
Type of Coaching	<ul style="list-style-type: none"> <li>Developmental Coaching</li> </ul>	<ul style="list-style-type: none"> <li>Succession Readiness Coaching</li> </ul>
Examples for Coaching Contents	<ul style="list-style-type: none"> <li>Preparation for future roles</li> <li>Skills and mindset for future roles</li> </ul>	<ul style="list-style-type: none"> <li>Preparation for next role</li> <li>Skills and mindset for next role</li> <li>Understanding situation for next role</li> </ul>
	New Leader	Current Leader
Type of Coaching	<ul style="list-style-type: none"> <li>Onboarding Coaching</li> <li>First-100-days Coaching</li> <li>After-3-months Coaching</li> </ul>	<ul style="list-style-type: none"> <li>Executive Coaching</li> <li>Topic-driven Coaching</li> <li>Performance Coaching</li> </ul>
Examples for Coaching Contents	<ul style="list-style-type: none"> <li>Creating 'First 100 days' Plan</li> <li>Implementing 'First 100 days' Plan</li> <li>Mastering 'Post-Honeymoon' Phase</li> </ul>	<ul style="list-style-type: none"> <li>Organizational Leadership</li> <li>Organizational Culture Shaping</li> <li>Team Building and Development</li> <li>Career Development</li> </ul>
	For Every Leader	
	<ul style="list-style-type: none"> <li>Assessment Coaching: Review assessment feedback to develop an individual development plan</li> </ul>	

COACHING MODULES TO MEET YOUR PERSONAL OBJECTIVES

## What shall improve or change?

E.g. improved / new leadership skills and behaviors

## What outcomes would you like to see?

E.g. High-performing leader / team leader; confident leader for executive role; onboarded executive; improved 360 feedback

## What kind of coaching are you looking for?

Type of Coaching
Assessment Coaching
Developmental Coaching
Succession Readiness Coaching
Onboarding Coaching
Executive Coaching
Topic-driven Coaching
Performance Coaching
Team Coaching
Other

## Who shall be involved in addition to the candidate?

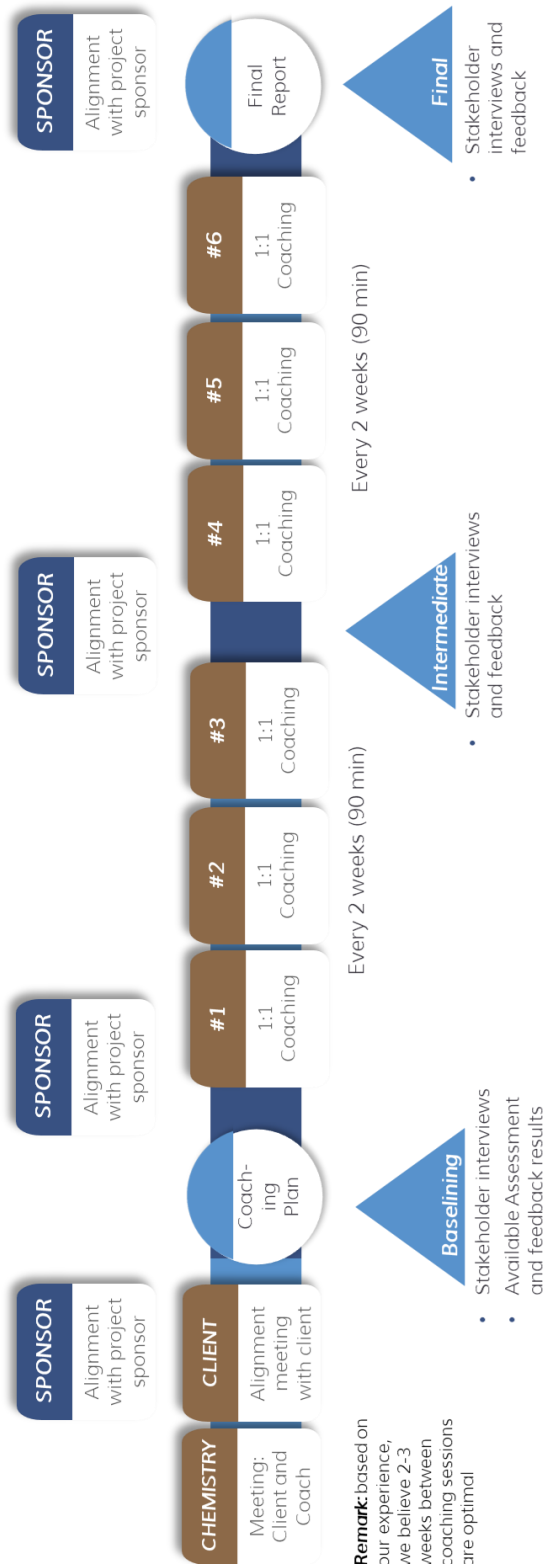
## When do you want to start?

## Imaging a year from now, how will the situation look like if ...

You have called the coach:

You have NOT called the coach:

# Timeline of 3-months coaching



EXAMPLE OF A 3-MONTHS PROJECT

# COACHING FOR LEADERS

For more information about Kay Group's coaching services, schedule with us or visit our website.

KAY GROUP FOCUSES ON HIGH PERFORMING  
LEADERS FOR LOCAL AND INTERNATIONAL ROLES

## CONTACT

Book an appointment (video or face-to-face conversation):

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