

"Through the spot coaching experience, our employees received the gifts of an objective sounding board, professional insights, and actionable takeaways."

-Tommi Paris, Director of Diversity & Inclusion, Southern Company Gas

"This is an effective and helpful tool for anyone who desires not only objective feedback but also desires to be challenged in their perception of a particular situation/challenge, and coached on how to best navigate to achieve the desired results."

- UAB Medical leadership coaching participant

"This was a great opportunity to quickly help me reflect and boost my confidence."

- UAB Medical leadership coaching participant

Investment

Individuals can purchase a spot coaching package for \$450 (a package is two 30-minute sessions).

Organizations can buy bundles of ten 30-minute spot coaching sessions for \$2250, and any individual employee may use up to 2 sessions. If 3 or more bundles (30+ spot coaching sessions) are purchased, we will provide a 10% discount. Spot coaching packages must be used within 1 year of purchase.



What is Spot Coaching?

Spot Coaching is for individuals who seek support around one particular issue. The format allows us to go straight to the heart of the issue and come up with an action plan... all within 30 minutes. This service is one of the most cost-effective ways for an individual to improve their performance or for an organization to offer coaching to multiple employees.

Spot Coaching Steps



1. Briefly review relevant details and background



2. Explore topic or challenge on which participant wishes to focus



3. Discuss possible next steps or a recommended shift in perspective



4. Develop an action plan

FAQs

For whom is spot coaching a good fit?

Our spot coaching clients have included:

- Organizations that want to provide coaching to multiple employees over a short time period.
- Individuals who seek support in a focused area.
- Past coaching clients who need a quick refresher, are starting a new position, or need help to tackle a new challenge.

What predicts success in spot coaching?

- The participant needs focused assistance with one specific challenge or development opportunity.
- The participant is willing to share openly with a coach who s/he does not yet know well.
- The participant is motivated to pursue a plan of action independently.

When is spot coaching unlikely to be effective?

- The participant seeks long term coaching and hopes to use spot coaching as a substitute.
- The participant seeks assistance with a significant career barrier with which s/he has been struggling for an extended period of time, despite previous efforts to address it.
- The participant's manager wants the participant to address a development need that the participant does not view as legitimate or is not committed to addressing.

In any of these scenarios, an executive coaching package is likely to be a better fit.