

Individual Coaching with a Professional Certified Coach (PCC)

Course Number: Coaching 9501

Primary Delivery Method: Virtual

Length: 3, 6, or 9 one-hour sessions conducted within 12 months

Course Description:

Discover how to navigate complex managerial challenges with personalized coaching ideal for GS-13 to entry-level GS-15 professionals or those advancing from manager to director roles. With your coach, you'll explore key leadership dynamics—such as motivating teams, adapting to new responsibilities, and honing strategic decision-making skills—tailored to support your growth at increasing levels of leadership.

Intended Audience:

This coaching package is ideal for GS-13 to entry-level GS-15 professionals or those transitioning from manager to director. You will be paired with an International Coaching Federation (ICF) Professional Certified Coach (PCC) who has completed 125 hours of training, extensive mentorship, and at least 500 hours of coaching practice, providing you with the expertise to navigate complex managerial challenges. Through this partnership, you'll gain actionable insights and strategies to drive success in your new leadership position.

What You Will Be Doing:

In each coaching session, you will work with your coach to clarify your goals, identify obstacles, and develop strategies to overcome them. Through thoughtful reflection and discussion, you'll create actionable steps to achieve progress. By the end of each session, you will have a clear plan with specific tasks and accountability measures, empowering you to make meaningful progress toward your objectives with support and encouragement from your coach.

Anticipated Outcomes:

Coaching complements training and can enhance its outcomes in several ways:

- **Reinforcement of learning:** Coaches help reinforce and apply the skills learned in training, ensuring knowledge is retained and integrated into daily work
- **Experienced coaches:** Our coaches bring government experience, offering practical insights that are tailored to your unique work environment and that create a smooth transition from learning to implementation
- **Personalized support:** Unlike general training, coaching provides individual guidance, allowing participants to tackle specific challenges and focus on areas for improvement
- **Accountability and motivation:** Coaches encourage goal setting and progress tracking, fostering accountability and supporting sustained behavior change
- **Enhanced skill development:** Coaching provides hands-on practice, helping participants refine and master new skills in a supportive setting
- **Real-time problem-solving:** Coaches address immediate challenges and offer tailored solutions as participants apply new skills
- **Long-term impact:** Ongoing coaching helps solidify lasting behavioral changes, increasing the training's return on investment
- **Confidence boost:** Regular feedback and encouragement build participants' confidence, leading to improved job performance

Anticipated Benefits:

Coaching not only helps federal employees grow individually but also strengthens the agency's overall effectiveness and efficiency, leading to a more agile, motivated, and high-performing workforce.

- **Enhanced team performance:** As individuals improve their leadership skills, they foster a culture of collaboration, accountability, and high performance—this leads to more engaged, motivated, and cohesive teams
- **Improved decision-making:** Coaching supports leaders in refining their strategic thinking and problem-solving abilities, allowing them to make well-informed decisions that positively impact the agency's goals
- **Stronger communication and engagement:** Coaches help individuals improve their communication and interpersonal skills, which strengthens relationships within teams and with stakeholders, leading to greater clarity, trust, and alignment on objectives
- **Increased adaptability and resilience:** Through coaching, employees develop the resilience and flexibility needed to adapt to changing priorities, manage stress, and respond effectively to organizational challenges
- **Long-term retention and talent development:** Coaching fosters professional growth, which enhances job satisfaction and retention. By investing in coaching, agencies build a pipeline of capable leaders who are well-prepared to advance within the organization
- **Greater ROI on training and development:** Coaching reinforces the application of skills learned in training programs, maximizing the return on investment in employee development and supporting sustainable, long-term behavioral change

Follow-On Resources:

- [*Advanced Leadership Skills and Techniques*](#)
- [*Fostering Accountability, Adaptability, and Resilience*](#)
- [*Leading Organizational Change*](#)
- [*360-Degree Assessment Workshop*](#)