



EXECUTIVE COACHING

Executive coaching is a personalized leadership development experience where coach, leader and key stakeholders collaborate over time to accelerate the leader's development, achieving results that positively impact the leader, team and organization.

Offered by the VA Corporate Senior Executive Management Office (CSEMO), Executive Coaching provides Senior Executive Service members the support they need. Whether just being appointed to the SES, or taking on a new level of responsibility you owe it to yourself, our Veterans and your colleagues to take advantage of this offering.

WHAT TO EXPECT: THE COACHING PROCESS

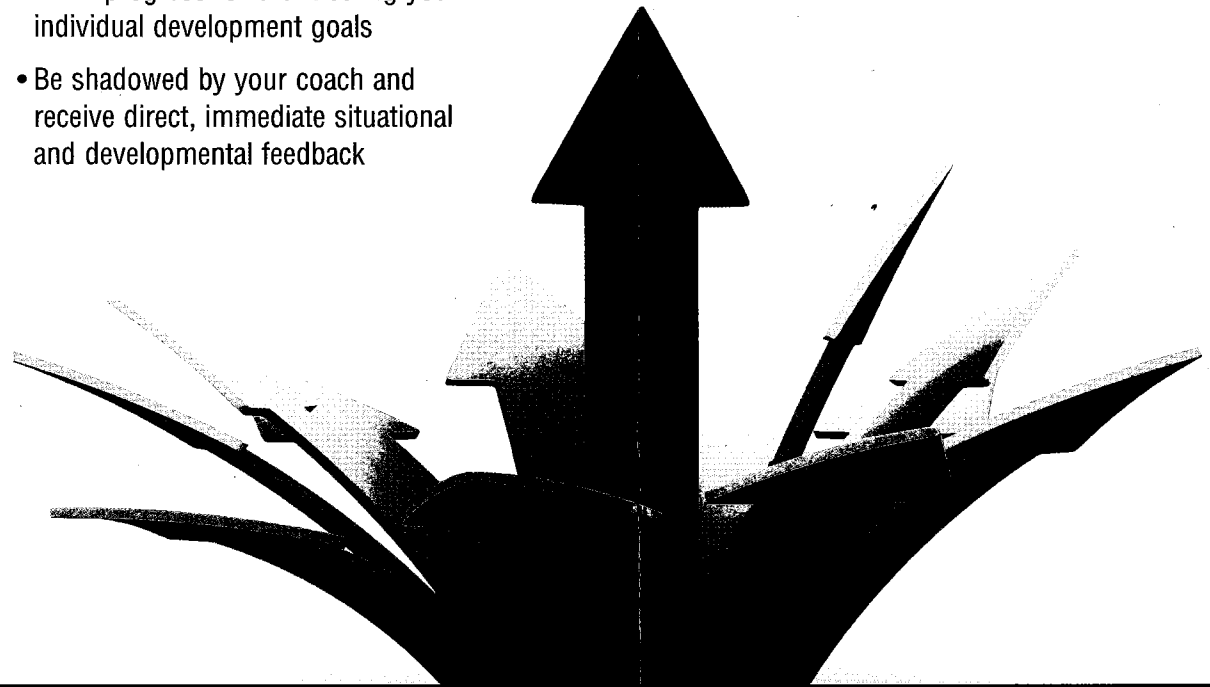
From the beginning, the coaching process is tailored to your individual needs. Working collaboratively with your coach, you will:

- Complete a 360° assessment and other measures to get a snapshot of your leadership style and impact on others
- Target key areas and behaviors that will positively impact the Department
- Enhance your Executive Development Plan
- Make progress toward meeting your individual development goals
- Be shadowed by your coach and receive direct, immediate situational and developmental feedback

MESSAGE TO SUPERVISORS:

Executive Coaching benefits everyone. It's not just beneficial to participants—but to the entire Department. VA leadership fully supports this coaching program.

Secretary Shinseki often reminds us, we must "take care of our people." With this in mind, the Department asks for supervisors' assistance to ensure new leaders have the tools they need to transform VA for the 21st century. If you supervise an SES member that could benefit from this coaching program, please encourage their participation.



Executive Coaching Program

BENEFITS TO VA

Senior Executive Service members handle some of the most demanding responsibilities within the Department. Engagement and attention to tasks are not only critical to an executive's professional success, but to the mission of creating a high-performing, results-driven VA that transforms government.

GET STARTED ON YOUR FUTURE

To take advantage of this program, email VACSEMO@va.gov.

Don't miss this great opportunity to further your executive management development.



AN OPPORTUNITY TO ADVANCE

The Department's employees are its most valuable resource. That's why the Office of Human Resources and Administration launched ADVANCE, an unprecedented investment in the professional development of VA employees.

Programs like Executive Coaching offer employees across the country the tools, support and resources they need to excel personally and professionally.

To hear more about other executive programs under the Corporate Senior Executive Management Office, visit its intranet site at: <http://vaww1.va.gov/ohrm/ExecutiveResources/ExecutiveResources.htm>.

To learn about ADVANCE, visit <http://vaww.va.gov/ADVANCE> or call 1-888-56 NEW VA (888-566-3982).



EXECUTIVE COACHING

for

SENIOR EXECUTIVE SERVICE

Providing the skills executives need to succeed, excel and render excellent performance.

ADVANCE
TRANSFORMING POTENTIAL INTO PERFORMANCE



Department of
Veterans Affairs

An HR&A Initiative to invest in people development, workforce engagement and talent management for the delivery of high-quality healthcare, benefits and other services to Veterans and their families.