

LEADERSHIP NEXT

EXECUTIVE COACHING MODEL

Coaching To Create Coaches



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Coaching to Create Coaches Program

The Coaching to Create Coaches model equips leaders with the skills and tools to coach others. The model builds on the Leadership Next Model, where leaders complete a series of assessments, to better understand themselves. This Coaching to Create Coaches model, takes this to a higher level, by enabling leaders to master the use of the tools and assessments to better coach their own teams — multiplying the coaching impact.

The focus during these Coaching to Create Coaches sessions help leaders to frame the WHY and HOW of good coaching. Once that is clear, they create a Coaching Plan that matches their personal skills and gifting. Each leader develops their personal coaching style and learns how to coach others, with a variety of tools and assessments

The Coaching to Create Coaches program includes:

- 6 individualized sessions. (Sessions are typically 3-4 weeks apart)
- Understanding the individualized approach to coaching, using various: Assessments; Developmental Tools & Activities; and the selection of Readings, based on the individual's assessment results: and value of and impact of Trusted Advisors Feedback in the coaching model.
- Development of your own Coaching Model, based understanding the application of the various Assessments and Tools used in coaching.
- Final Coaching Session #6". Developing your Personal Toolkit, which you can implement to coach one of your own team members.

Assessments and tools:

Participants will not only use the assessments from the Leadership Next: Executive Coaching Program, they will also be introduced to additional assessments and tools. The focus will be on the application of these assessments and tools to develop their own Coaching Skills.

This program is designed to include:

- Trusted Advisors Feedback
- Strengths Finders Assessment
- Strengths Discovery Discussion Guide
- DiSC Personality Profile
- Life Changing Leadership Habits Assessment
- Leadership Compass Self-Assessment
- Core Values Clarification Exercise
- 5 Coaching Models
- Purpose Canvas for Coaches

Coaching Plan:

The Coaching to Create Coaches Program includes 6 Coaching Sessions. This program is not just coaching for performance, its coaching for developmental transfer.



Coaching to Create Coaches Framework

SECTION 1 — Clarify Your Coaching Purpose

Instructions: Define what coaching means to you, who you serve, and what transformation you want to create.

SECTION 2 — Assess My Strengths, Style & Personality

Instructions: Complete these self-assessments (Clifton Strengths Assessment , DiSC, Accidental Habits Assessment, Leadership Compass) and summarize what you learn.

SECTION 3 — Explore My Core Values & Coaching Mindset

Instructions: Identify your top 5–10 values and beliefs that influence your coaching philosophy.

SECTION 4 — Understand My Clients’ Context and Needs

Instructions: Use client assessments, conversations, or market research to understand who you’re coaching and what they need

SECTION 5 — Map “Coach–Client Fit” to Coaching Model Types

Instructions: Match your natural coaching style and your clients’ needs to possible coaching frameworks.

SECTION 6 — Design My Personal Coaching Model

Instructions: Combine your insights into a signature framework or process.