



for a better state of health

## **Leadership Coaching Program**

### **What is executive coaching?**

Executive coaching is a one-on-one confidential, relational process between a coach and a client that is focused on meeting the needs and goals of the client in order to improve professional performance, increase leadership effectiveness, and/or enhance personal satisfaction and consequently to improve the effectiveness of the organization as a whole.

### **What can a client expect from coaching?**

- A one-on-one, confidential, trusting and professional relationship that motivates, inspires confidence and encourages intentional action.
- Practice in dealing with difficult work challenges and relationships using the safety of the coaching environment, which will ultimately lead to improvement.
- A collaborative process of learning, sharing information and setting goals—the decision and choice of what to work on remains with the client.
- A learning and development plan that builds on the strengths and improves key developmental areas for the client.
- Insights gained through coaching that can improve work relationships and behaviors.
- Increase the ability to make better decisions through enhanced clarity and awareness.
- Development of emotional intelligence competencies and skills that enhance resonance as a leader.
- Ability to link the learning to actual interactions in the workplace and important work behaviors.
- A mutually determined, coaching agreement that outlines the frequency and location of coaching sessions.
- The opportunity to complete certain assessments which may be offered at the start of the coaching process to provide information and feedback to clients to help guide and focus the coaching process.

### **Who is eligible to receive coaching at UAMS?**

The UAMS coaching practice is available to motivated, high potential leaders and associates who are highly valued. These individuals may request coaching as they take on a new role or greater responsibilities. Coaching is not for individuals who have performance issues or problems that deem being put on a performance improvement plan or disciplinary action. Coaching is an entirely voluntary endeavor offered to help leaders grow in their capacity for leadership. The UAMS Coaching Program is designed to help good leaders become great leaders.

### **Confidentiality**

UAMS internal coaches abide by the International Coaching Federation's Code of Ethics and maintain the strictest levels of confidentiality. Coaching conversations are confidential between the coach and the client. The client determines what will be shared with his/her manager and is responsible for sharing that information to him or her. The coach will not provide updates on progress to the manager or anyone else who may request it. However, the coach may share high level information with the manager regarding the level of engagement of the client. The coach may be present at

meetings where that information is shared if the client wishes. The coach will also not disclose or recognize the coaching relationship outside of the one-on-one meetings other than to the sponsor.