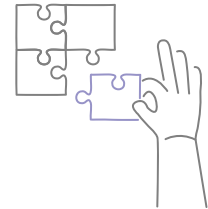


SELECTING VENDORS & COACHES



Select and reference the right coaches and partners

WHO IS IT FOR?

L&D teams, internal coaches, HR teams.

VENDOR SELECTION

- › Selection and evaluation of vendors
- › Outsourcing strategy
- › Technology selection and implementation planning
- › Process mapping

COACHES SELECTION

- **Defining** the rating criteria
- **Finding** coaches, all over the world
- **Meeting** them and making an initial selection
- **Choosing** the most suitable coaches for your programmes
- **Training** them, if need be, on the devices to be employed
- **Evaluating**
- **Carrying out** the follow-up of their path on a long-term basis
- **Supervision**

WHAT DO EXECUTIVES WANT WHEN THEY HIRE COACHES?

- › Ability to build rapport, trust and comfort
- › Experience in coaching people at your level and above
- › An advanced degree in coaching, and a minimum number of hours of practice
- › Experience dealing with specific leadership challenges
- › A clearly defined, yet flexible, coaching approach that achieves results
- › Business experience (level of executives, hours, locations, etc.)
- › An understanding of business principles and organizational dynamics
- › Referrals and testimonials from past clients and/or colleagues in the coaching field

Sources: WBECS survey, April 2015 and ICF