DRIVING GROWTH AND CULTURAL TRANSFORMATION
THROUGH EXECUTIVE DEVELOPMENT

EXECUTIVE & LEADERSHIP COACHING

Topic Area: Leadership Development & Coaching

Client Industry: Medical school

EMORY GOIZUETA BUSINESS SCHOOL | Emory Executive Education

The Challenge

Talent and human capital leaders sought to strengthen coaching capabilities across the organization, equipping leaders with the skills to elevate team performance through more effective coaching conversations.

The Approach

A hands-on, experiential learning program was co-designed to develop coaching skills through:

- **Real Coaching Conversations:** Participants engaged in live coaching discussions, both as coaches and coachees.
- **Peer Coaching Practice:** Leaders coached and received coaching from peers on real, current challenges.
- **Certified Coach Demonstrations:** Participants observed expert coaches in action, gaining insight into best practices.

The Outcome

Upon completion, participants:

- Developed a shared coaching language across the organization
- Built confidence and practical skills for effective coaching conversations
- Gained personal insights to enhance their own coaching approach and future growth

Key Questions

- How can we better prepare leaders to have more thoughtful, engaging coaching conversations with peers, teams, and other leaders?