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KNOWLEDGE FOR LEADERSHIP
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EXECUTIVE COACHING AND FEEDBACK PROGRAM INFORMATION SESSION

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Wharton
UNIVERSITY of PENNSYLVANIA

ECFP: Mission, Vision, and Goals

Mission

- Expand and reinforce the development of self-awareness
- Expand personalized opportunities to develop leadership behaviors

Vision

- Provide 1-on-1 executive coaching on leadership competencies to all first year MBA students

Goals

- Collect feedback from all aspects of the Wharton experience
- Use feedback data to identify leadership strengths and gaps
- Close leadership skill gaps through individualized leadership development coaching process

COACHING

Coaching: A Definition of Coaching

Coaching is a collaborative relationship that supports the client in achieving personal and professional development goals.

Seligman quote: “In coaching you look for what is right with the person and how to enhance it.” (Kauffman & Scoular)

Coaching: The ECFP Process

Collect feedback and assessment data from all dimensions of the Wharton experience

Conduct executive coaching and behavioral experimentation exercises

Execute against an individual leadership development action plan designed to build capacity and capability for leadership



Coaching: About the Coaches on our Bench

EXPERIENCE

Minimum of 5 years experience, majority with over 10 years

Coached Senior Executives, High Potentials and Entrepreneurs

Major global corporations

EDUCATION

Masters & PhD

ICF Certified

Knowledgeable in leadership development

Trained in Wharton MBA experience

ECFP OVERVIEW

ECFP: Program Components and Time Commitment

OPEN ENROLLMENT	~ 30 minutes	Oct 22 – Oct 31
ONLINE LEADERSHIP COMPETENCY ASSESSMENT	~ 1 hour	Nov 3 – Dec 7
ORIENTATION WORKSHOP	1 hour	Jan 13 – Jan 22
5 EXECUTIVE COACHING SESSIONS	1 session @ 75 mins 4 sessions @ 45 mins	Feb – Sep 2015
REFLECTION, ASSIGNMENTS, AND REVIEW OF INDIVIDUALIZED FEEDBACK AND LEADERSHIP DEVELOPMENT PLAN	Varies ~ 1 hour / week	Ongoing
PROGRAM ASSESSMENT AND FEEDBACK	~ 30 minutes	Sep 2015

ECFP: Cancellation Policy

- **Must provide your coach with a minimum of 24 hour notice**
- **Can reschedule up to 2 sessions**
- **If you cancel/reschedule with fewer than 24 hours notice, your bursar account will be charged \$200**
- **Exceptions may be made for documentable special circumstances, such as illness or grave personal difficulties**

ECFP COMPETENCY ASSESSMENT

ECFP: Competency Assessment

Same as the Learning Team 360 Assessment

Assessment based on:

- Open Ended Feedback
- Personality Characteristics
- Leadership Competencies taken directly from MGMT 610 course content:
 - Influence
 - Emotional Intelligence
 - Teamwork
 - Communication
 - Decision-Making
 - Diplomacy
 - Organizational Awareness

ECFP Competency Assessment


Qualtrics 360 Online Platform

- Same system as the LT 360

Access to Qualtrics

- Available beginning Monday 11/3

ECFP Competency Assessment



My Assessments | Tasks: 2013 Fall - ECFP Assessment - Class of 2015 | Invite Others

For this assessment, you will need to invite approximately 7-8 assessors who are not on your Wharton Learning Team. Your respondents should include at least 3-4 Wharton peers (not part of your Learning Team) and at least 4 professional colleagues, which may include former bosses, peers, and direct reports.

Please do not nominate Learning Team members, or complete a self-evaluation in this assessment.

Please complete your nominations as soon as possible, but no later than Monday, September 9, 2013.

For each respondent, you will need to enter their first name, last name, email address, and relationship (Professional Peer, Manager, Direct Report, Wharton Peer, Wharton Other, or Family and Friends).

Invite Evaluators

I want to invite to evaluate me, as my

Current Invitations

Requirements	Name
At Least 7	[No Relationship]
	Fill Slot 1
	Fill Slot 2
	Fill Slot 3
	Fill Slot 4
	Fill Slot 5
	Fill Slot 6
Fill Slot 7	

[View Task List](#) | **Nominate 7 People to Evaluate You** | You are currently logged in as: [moseme@wharton.upenn.edu](#) | [Back to Task List](#)

ECFP: Competency Assessment

Who to Ask...

Total of 8-10 respondents

6-7 professional contacts

Include former bosses, colleagues, and direct reports

2-3 Wharton reviewers Do not include your Learning Team

Directly observed behavior

How to Ask...

Call each respondent personally before sending the assessment invitation

You will be provided with a invitation template

Ask each non-LT reviewer directly

When to Ask...

Start thinking about list immediately

Send invitations by Friday 11/7

Assessments must be completed in advance of Coaching Session 1

NEXT STEPS

Next Steps

1. Open Enrollment: Wed 10/22 – **Fri 10/31 5:00pm**
 - Link available on program website
<http://wlp.wharton.upenn.edu/MBA/executive-coaching-and-feedback-program.cfm>
2. Decide who you would like to include on your 360 list: ASAP
3. Online Leadership Competency Assessment: opens Mon 11/3
 - Manage and complete your Online Assessment
 - Reach out to your respondents and nominate them in Qualtrics as soon as possible (no later than Fri 11/7)
4. Attend an Orientation Workshop: Tues 1/13 – Thurs 1/22
5. Coaching Assignments Announced: Mon 1/26
6. Coaching Begins: Mon 2/2

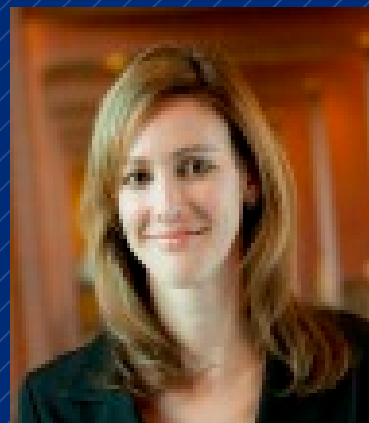
Q & A



Lynn Krage

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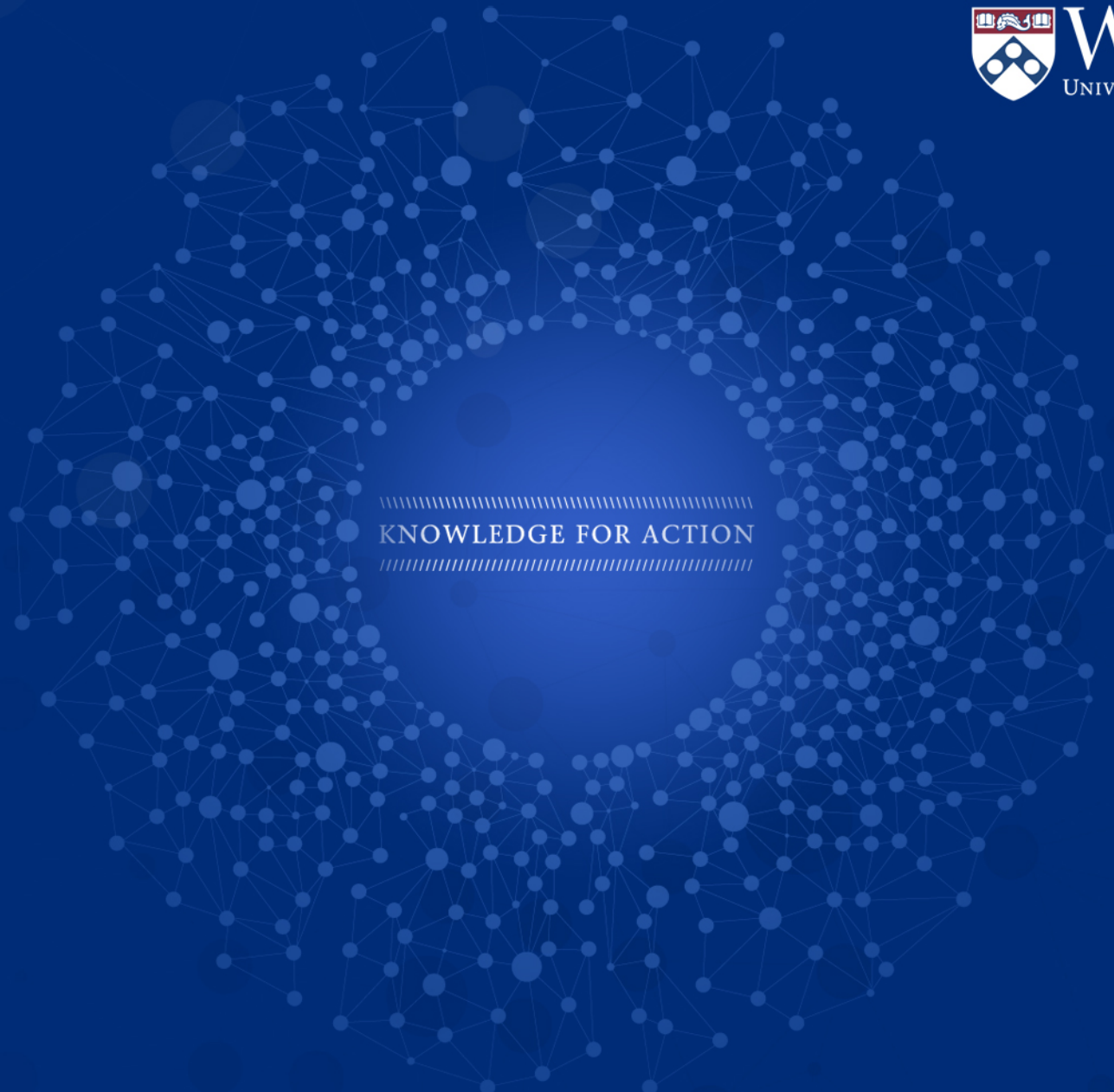


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KNOWLEDGE FOR ACTION
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