

# COACHING DIRECTOR™

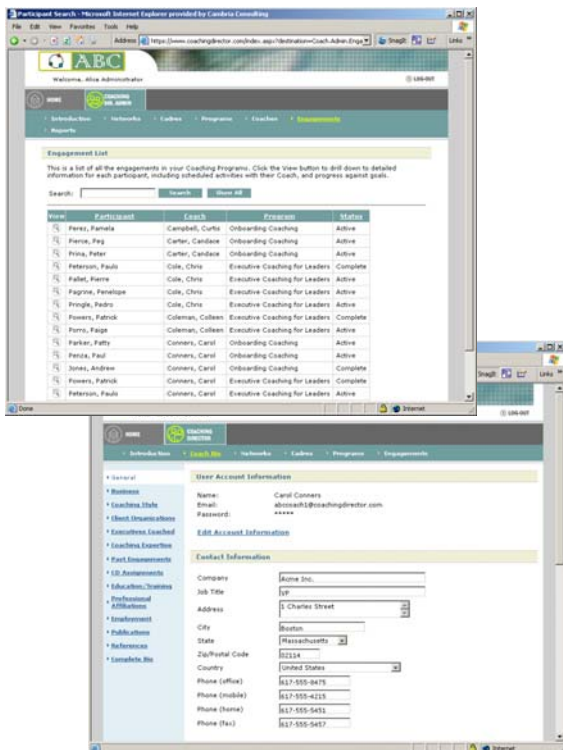
## SIMPLIFY COACH PROGRAM ADMINISTRATION

“One of the most daunting challenges for managers of coaching programs is how much administrative detail there is to keep track of: Who’s coaching whom? What’s the status of this engagement? Are there any red flags that need my attention? Coaching Director™ provides program managers with real-time answers to these questions.”

– Ellen Kumata, Partner, Cambria Consulting

### WEB-BASED COACHING MANAGEMENT SYSTEM

Developed in partnership with Fortune 200 organizations managing programs with coaching engagements in the hundreds, Cambria's Coaching Director™ is an indispensable tool for managers of coaching programs. Accessible from any Internet connection, Coaching Director™ is a shared portal for program managers and their coaches — a nexus of real-time information vitally important to effective oversight of these expensive, highly-leveraged initiatives.



### USE CAMBRIA'S COACHING DIRECTOR™ TO:

- Distribute record-keeping to your coaches
- See the real-time status of any engagement
- Generate customized reports for your stakeholders
- Disseminate important information to coaches
- Search for coaches that meet specific criteria

### KEY DESIGN FEATURES

- ✓ Support for multiple coaching programs within an organization
- ✓ Automatic task lists, prioritization, and email reminders
- ✓ Customizable one-click reporting
- ✓ Standard .NET system architecture
- ✓ Secure SSL encryption
- ✓ Seamless linkage with other Cambria TDS™ components\*

“The more data I have about activity and progress, the more valuable [Coaching Director] is for me in supporting the coaching practice.”

– Program Manager

“Coaching Director...provides me with a quick picture of what’s happening with [our] coaching engagements.”

– Program Manager

“[Coaching Director] helps me respond to requests from our head of Human Resources, [the leader] of our organizational efficiency efforts, HR Business Partners, and Operating Committee members around...what’s happening with the engagements in their particular world.”

– Program Manager

## CASE IN POINT

### SOLVING THE PROGRAM MANAGER DILEMMA

#### Challenge:

Upon first glance, one might not see the dilemma; organizational profitability is growing, executives are thriving, and the company has begun to scale organizational change by integrating coaching initiatives such as Executive Coaching, Targeted Coaching, and Internal Coach Training.

The dilemma — these innovative coaching initiatives are a far cry from the one-on-one, isolated coaching engagements for only a handful of executives that was typical when you first became the coaching-program manager. Now, you must organize a widespread coaching initiative that involves many coaches, affects executives at several levels, and is aligned with the broader goals and values of your entire organization. Where do you start? How do you remain engaged and informed? How do you access real-time measurements of success?

#### Solution:

Cambria’s Coaching Director™ is the ideal solution to the classic program manager’s dilemma. Our user-friendly system helps program managers efficiently access, organize and synthesize information for all of their coaching engagements.

## MULTIPLE CAPABILITIES

Secure permission architecture ensures that individual users are granted access only to the information and system functions relevant to their role:

FOR COACHING MANAGERS	FOR COACHES
<ul style="list-style-type: none"> <li>▪ Assign coaches to programs</li> <li>▪ View status of engagements</li> <li>▪ Assign multiple levels of administrative access to others in the organization</li> <li>▪ Generate presentation-quality program reports</li> <li>▪ Access standardized coach bios</li> <li>▪ Search coaches for specific needs</li> <li>▪ Provide documents for coach access</li> <li>▪ Receive automated email alerts for important events, situations, and “red flags”</li> <li>▪ Automatically trigger (and manage) surveys</li> </ul>	<ul style="list-style-type: none"> <li>▪ Learn about the coaching program and process</li> <li>▪ Report progress against program milestones and ensure alignment with program requirements</li> <li>▪ Track coaching activity and time</li> <li>▪ Indicate engagement status and raise red-flags for program management</li> <li>▪ Keep contact and biographical information up-to-date</li> <li>▪ Download important program documents</li> <li>▪ Receive automated email alerts and reminders</li> </ul>

### About Cambria Coaching

Cambria Coaching is a division of Cambria Consulting, Inc., a human resource and management consulting firm specializing in developing people solutions that drive business performance. Our organizational development and leadership foundation enables us to approach coaching from both the individual and organizational levels. We focus on bench strength development; key leader development linked to succession planning; high-potential development; and strategically-targeted efforts where behavior-change is critical. We partner with clients to put in place the strategy, process, supporting tools, and coaches – both internal and external – to accomplish this work. For more information about Cambria’s range of solutions, visit our website or call (617) 523-7500.