

## Leadership Development

## **Senior Leadership Coaching Framework**

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Framework	Purpose	Informed by	Matching	
Participant	operate optimally; enterprising leader; skills and knowledge development	360 degree feedback; supervisor conversations; core attributes; development plan	roles and responsibilities; objectives, skills & knowledge development; self-description; input organisation development	
Coach	understand universities development goals; establish focus to coach for improved performance	360 feedback; psychometric tools; core attributes; enterprising leader; culture survey	roles and responsibilities; psychometric assessment tool base; expertise matching objectives	Organisation Development
Supervisor	organisation roles and responsibilities; connection to performance management process	360 feedback; core attributes; enterprising leader; culture survey; performance management process	roles and responsibilities; valued input performance management process	Matching
•		Process		detailed framework SME consultancy
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		Participant 360 data complete development plan complete		<b>Process</b> version control
		OD consulta	ant	active role
	su	Participant meets with constraint meets with a constraint meets with a constraint meet and a constraint meets with a constraint meet a constraint meets with a constraint meets with a constraint meet a	itical	
Participant and coach initial session  form agreements  (pro formas available for use)				
	agreement (modified for each (mo	ons occur as per agreement  odified for each participant)  Midpoint rev where requi	red agreement visor, (modified for each	
		the effectiveness of the coaching proces		