

## Development plan for Executive Coaching: Himali



**PENGUIN  
RANDOM HOUSE  
INDIA PVT. LTD.**



# Your need as we understand

## Situation

Penguin Random House is the world's first truly global trade book publisher. The Marketing team at Penguin Random House, India now has a new leader, Himali. She is required to engage the entire Marketing unit and needs to come across as inspiring and impactful while addressing them. While giving an oration to the people, she should carry gravitas and leave them with an important message. Since she is new in the role, the first interaction with the people is very important.

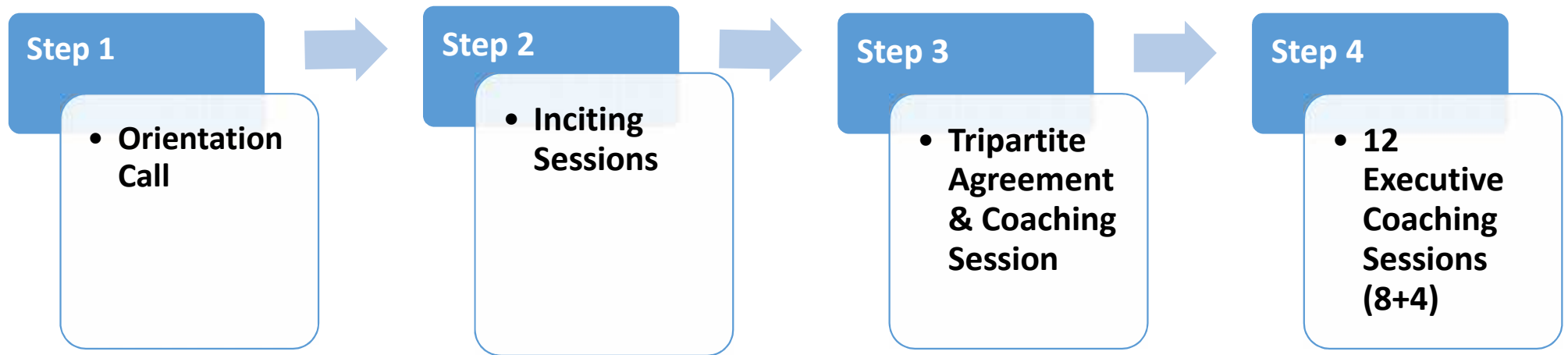
## Opportunity

Since she has moved to a new role with bigger responsibilities it is extremely important for her to be able to carry herself in a way in which she will be able to command authority. The opportunity at hand is to be able to work with Himali so as to enable her to come across as someone with gravitas and add on to her already powerful personality.

## Need

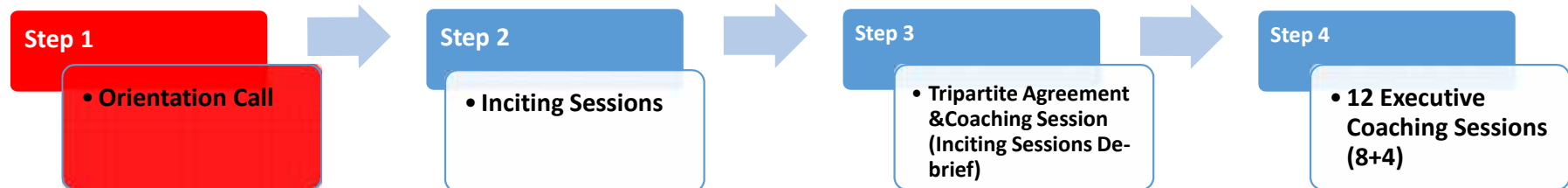
You would like her to attend 12 coaching sessions, each session fortnightly with a window after every 4 sessions to measure progress. You would measure the effectiveness of the delivery by observing and noting the perception of others around her.

## The Learning Journey



*Each step is explained in detail in the slides that follow.*

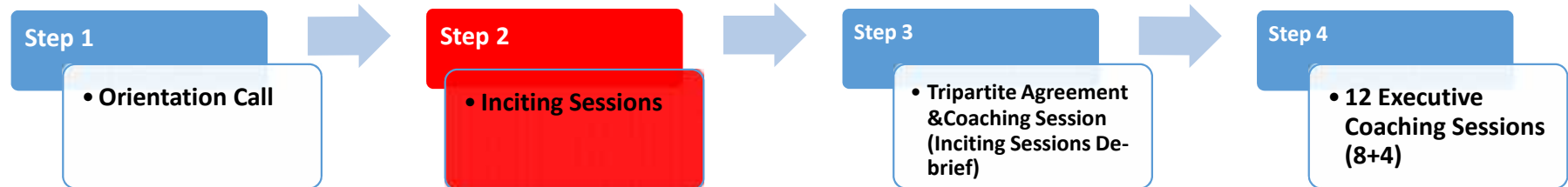
## Step 1: Orientation Call



An Orientation Call would be scheduled between the consultant and leader to get acquainted with each other and understand the entire 'Executive Coaching Journey'. Through this the consultant is able to know more about the participant and establish mutual expectations.

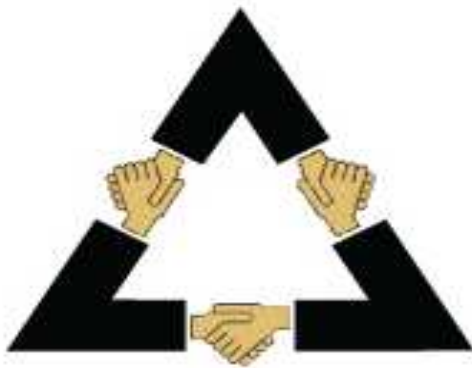
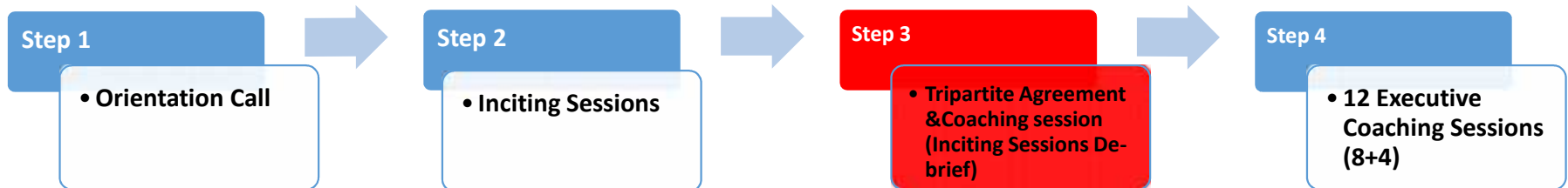
*Duration – 30 minutes*

## Step 2: The 7i Profile



- These sessions will examine leadership. It reveals personal strengths and development needs across the competencies of Penguin Random House that you will share with us
- To complete this the leader invites up to 5 supporters (colleagues/peers/supervisors) to provide confidential responses about the leader's impact across the competencies
- Each Session would be a One-on-One session of 30 minutes each with all 5 supporters and would constitute about half a day
- We will then then prepare a report after collecting this information from the 5 supporters and proceed to the next step of the Tripartite Agreement

## Step 3: Tripartite Agreement & Coaching Session



# Goals

1. \_\_\_\_\_

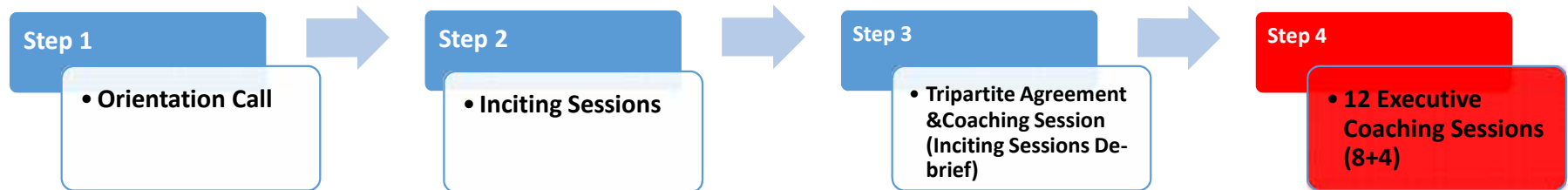
2. \_\_\_\_\_

3. \_\_\_\_\_

This Session will be conducted with Himali, Vivek, Aditi and Gaurav.

- This is a 60 minute session where the participant, their manager, consultant and the HR stakeholder come together to establish 3 learning goals for the participant.
- These goals are firmed up and signed off to mark a start of the executive coaching journey
- On basis of the 3 goals decided during the Tripartite Agreement, Himali and Vivek together clearly define tangibles upon which a questionnaire is formulated which would be administered 5 months post the 12 sessions.

## Step 4: Executive Coaching Sessions begin



Participants embarks on the Executive Coaching Journey. For this particular coaching partnership we suggest:

- 12 coaching sessions, 1 session fortnightly of one and a half hours each
- 8 sessions are fixed and 4 sessions will be left optional depending on the progress of Himali
- There will be a WINDOW after every 4 coaching sessions where Himali, Aditi, Gaurav & Vivek will come together to discuss the progress of Himali so far. Since there are 12 sessions there will be 3 windows in total
- The participant will get assignments, reading tasks and action steps to do between two sessions
- These sessions will allow the coach & the executive to delve deeper into the area of development and as the sessions progress they will be better suited to practice the learning and revisit what worked & what could be better when the learnings were implemented

## Ambience



**We would need a room with ample natural lighting, and space to do activities. Please arrange for a table and two chairs in the room.**



## Your Investment for the intervention

Delivery			
Step	Activity	Investment	Total
Step 1	Orientation Call	Waved Off	INR 0/-
Step 2	Inciting Sessions – 30minute interviews with 5 colleagues	Half day worth of investment	INR 41,230/-
Step 3	Tripartite Agreement & Coaching Session(Inciting Session Debrief)	INR 18,700	INR 18,700/-
Step 4	8 Executive Coaching Sessions – FIXED	INR 25,000/- per session X 8 sessions	INR 2,00,000/-
	4 Executive Coaching Sessions - OPTIONAL	INR 25,000/- per session X 4 sessions = 1,00,000	INR 0/-
	Total investment		INR 2,59,930/-

## Commercial Terms & Conditions

- Client is responsible for providing venue, conference facilities, AV equipment.
- Travel outside Delhi NCR - Air, stay & airport/ venue cab transfers to be taken care by the client.
- Travel inside Delhi NCR - at Rs. 12.00 Per Km.
- Not inclusive of applicable taxes (service tax @ 15.00%).
- A commercial contract will be signed before the execution of the project.
- 50% of cancellation fee will be charged on any cancellation or postponements that occur within 3 to 20 working days of the confirmed date of delivery.
- 100% of cancellation fee will be charged on any cancellation or postponements that occur within 0 to 2 working days of the confirmed date of delivery.
- The above commercials are valid till the 31st March, 2018
- Contracts, legal & accounting paperwork (including billing & payments) will be in the name of "Life Strategies Humancare Pvt. Ltd."



**Let's work in partnership to create  
impact & unlock potential**



**For further information please connect with:**

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