

The Shadow Coaching Option

Looking for a way to quickly jump-start or intensify your development process? Looking for “facts on the ground” to focus your coaching program? Consider Shadow Coaching.

“Wow. I got so much insight about how others around me view my leadership style. I’d had a 360, but the Shadow Coaching brought the feedback to life. It really focused my coaching on the two most significant areas holding me back. I know exactly where I want to work!”

“I only wish I’d done it sooner! I’d spent quite a bit of time in my coaching program before I decided to try the Shadow Coaching. I was self-conscious about my coach watching me ‘in action,’ but she was so professional and discreet... it was incredibly helpful to be able to debrief right after a tough meeting. It was like having instant replay and someone right there to share the experience and help me reflect. Incredibly validating.”

“Sometimes it can be hard to read between the lines of the anonymous feedback from a 360 assessment. But my coach was great at getting specifics so that I now know what that feedback is trying to tell me.”

Comments like these are typical of what leaders experience when they include Shadow Coaching as a part of their executive coaching programs.

What is Shadow Coaching?

Shadow Coaching is a dynamic, power-packed on-site process designed to accelerate the coaching experience. It can include some or all of the following:

- Observation of the leader in action: leading or attending a meeting, giving a talk, engaging with a colleague or employee;
- One-on-one laser coaching, in real time or as debrief, whichever is preferred by the leader, to enable the leader to become more effective now;
- Confidential interviews with a selection of the leader’s primary “stakeholders;”*
- A confidential summary of findings, condensing themes into actionable data:
 - Strengths, unique talents, and development opportunities
 - What the leader should start
 - What the leader should stop
 - What the leader should continue

How do I get started?

- Obtain approval for the Shadow Coaching from your manager. Email confirmation to Coach@TurnKeyCoachingSolutions.com
- Contact your coach to determine a mutually agreeable date (coach makes travel plans).
- Work with your coach to finalize the agenda for the Shadow Coaching (observation, coaching and feedback, the stakeholders to be interviewed, desired outcomes).
- Communicate expectations and requests for participation to stakeholders.
- Coach contacts stakeholders and arranges interviews.
- Shadow Coaching is conducted.
- Coach conducts interviews, in-person coaching, and live feedback with you during the half-day on-site session.

This can be one of the most potent experiences of your coaching program—and maybe career.

**Stakeholders are manager(s), employees, colleagues, HR, internal customers, or others who have a vested interest in the leader’s success.*