



Highlights

- Effect change implementation through leadership coaching and mentoring
 - Move from strategic planning to action
 - Leverage the power of proven leadership experience
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Leadership Coaching and Mentoring

Effective Change Implementation with Effective Leadership

So you have a plan and you spent months creating it. You pulled together all your key stakeholders and used their input and the collective wisdom of the leadership team to create a comprehensive plan which should have a transformative effect on the organization. You may even have brought in an external partner to support you in this process. You appointed a champion to lead the charge in moving the project forward.

It turns out that creating the plan was the easy part. Unfortunately, the best laid plans can sit dormant on a shelf for months or years; even worse, some are never implemented.

Why? Perhaps the champion changed their role or left the organization; there may be a lack of cohesion in the organization or on the senior team which creates barriers to any change initiative; not all leaders have been trained in processes of change and project management; or the designated champion supports the plan but is new to their role and is unsure how to proceed to implement the plan.

Develop your leaders – achieve the change you need

This is where IBM K-12 can help. Our team includes educators who have held roles in all levels of leadership in school districts, including the senior leadership level. Most coaching and mentoring programs, where they are available, are based on occasional contact between the leader and their mentor, and the mentor may not even be located in the same district. Our support consists of hands-on, “job-embedded” support which is brought directly to leaders. Leaders will have a coach by their side as they take on the challenging work of implementation, and the discipline of change management.

The engagement may be delivered in several formats to accommodate your needs. An IBM K-12 educational consultant may be assigned to a specific project implementation, but could also fulfill a more general role related to overall leadership skills and functions.

The consultant would meet with the leader on a regular basis, starting in person and also by phone and videoconference. Discussions would be related to the defined goals of the engagement, plus any upcoming issues, meetings, milestones or deliverables. The consultant would also be available to attend meetings with the leader and provide direct feedback and expertise relevant to the project or their role. Periodic updates to the leader's superior may be held to assess the effectiveness of the engagement.

Solution Offering

IBM K-12 Education Consultants will support designated leaders in a district with job-embedded coaching and mentoring, including ongoing feedback, to:

- Think strategically and then move from strategy to action
- Become more effective in the decision making processes
- Establish and utilize formal change management processes
- Implement effective project management skills
- Leverage the power of the team to move to a coordinated implementation
- Use formal (e.g. performance appraisal) and informal (e.g. ongoing support) mechanisms to develop staff
- Develop interpersonal, collaboration and facilitation skills

Typical Length of Engagement 4 -12 months (1 to 2 days per month)

Why IBM?

We have the understanding and experience to help you bridge your strategy to a successful implementation and achieve your desired educational results. Our Education Consultants can work with senior leaders with coaching and mentoring directly related to this crucial work to ensure that your plans become a reality.

For more information

To learn more about the IBM K-12 **Leadership Coaching and Mentoring**, please contact your IBM Marketing Representative. For more information on all our IBM K-12 Consulting and Professional Services, visit: www.ibm.com/industries/education/canada-k-12-service-briefs



IBM Corporation
3600 Steeles Ave. East
Markham, ON L3R 9Z7 Canada
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