



CLI's Customized Coaching Program

CLI delivers expert coaching for leaders and individual contributors needing to work on specific skills or performance gaps. But we do it in a highly unique way. We coach using an accelerated process that includes action learning. Action Learning allows coachees to apply learning content to test it out. This trial and error learning process mimics the adult learning cycle-**experiencing, reflecting, thinking, and acting**.

The CLI Coaching Difference

CLI offers coaching in person or by phone. We assure:

- ✓ Use of CLI's assessment offerings.
- ✓ Development of a high comfort level (i.e., trust).
- ✓ Relaxed intimate approach.
- ✓ Honesty and confidentiality.
- ✓ Web-based workbook and support materials (CLI maintains an extensive library of learning resources).
- ✓ Direct application back to work-action steps are given and reviewed.



Regardless of the performance challenges that individual contributors face, coaching can help them leap across hurdles, pull out of a downward spiral, accelerate the speed of growth, or develop new skills. CLI often combines assessments with coaching to maximize coaching gains. The end result is a process that leads to performance mapping and a return on investment for both the coachee and the organization.

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