

COACHING SERVICES



UC Davis Extension provides coaching services to organizations who want to invest in developing their talent. Our certified coaches provide a tailored learning experience for supervisors, managers and executives to enhance their current performance and prepare for future opportunities.

UC DAVIS
EXTENSION

BUSINESS AND
MANAGEMENT

OUR APPROACH



UC DAVIS EXTENSION COACHES HELP CLIENTS

set specific goals and formulate a plan to achieve them. Coaches engage in learning conversations—they listen, ask questions, brainstorm, make requests, help build awareness, and share a perspective or suggest an action that will support the client’s development.

Our coaches also bring leadership resources such as assessments, readings or other activities that will support learning and growth.

Our coaches adhere to the ethical standards of the International Coach Federation. For more information on ICF’s code of ethics, please visit the website <https://coachfederation.org>

We offer three types of coaching: Individual, Small Group, and 360 Excellence Coaching.



Individual Leadership, Management and Performance Coaching

In individual coaching, the coach and client partner to:

- Define focused, achievable goals for a three- to six-month period of coaching
- Use assessments to understand the client’s skills, strengths and preferences
- Develop a custom plan that serves as a ‘roadmap’ to making progress on the client’s goals
- Discover and practice new skills and strategies
- Address situational barriers that may emerge along the way

Individual coaching packages include:

- Coaching sessions lasting up to 60 minutes per session
- Coaching and readings on the leadership competencies the client is seeking to develop
- As-needed phone and email support between sessions to help with urgent issues
- Assessment tools to support client learning and growth



Small Group Coaching for Managers

In small group coaching, the coach and two to four other managers or supervisors partner in a learning community to:

- Provide expert and peer coaching and feedback on the managers' most important challenges
- Learn and practice coaching skills of active listening and powerful questioning
- Build peer relationships across the organization

Small group coaching includes:

- Eight 75-minute sessions over a four- to six-month period
- Coach facilitates setting the group agenda and trains participants in group coaching process
- Coaching, readings or other resources on topics related to the group's coaching agenda

360 Excellence Coaching

Meaningful feedback is essential to developing the capacity to lead effectively, and our 360 Excellence Coaching program gives leaders the feedback and support they need to pursue excellence. This package includes:

- An initial coaching session to set the client's intention for the process
- Coach gathers 360° feedback from individuals nominated by the client, either through confidential interviews of four to seven individuals, or a 360° survey instrument with eight or more observers
- Clients often nominate co-workers, direct reports, managers, or internal customers the client believes can give developmentally helpful feedback
- A report summarizing key themes compiled by the coach and discussed with the client to set goals
- Four follow-up coaching sessions (up to 60 minutes each) use this data, client input and goals to guide the client's development

This package includes curriculum on the leadership competencies the client seeks to develop, as well as phone and email support between sessions.



Bring UC Davis Expertise to Your Organization

If you are interested in learning more about how coaching services from UC Davis Extension might benefit your organization, let's have a conversation. Contact Sharon Huntsman, program director, at (530) 757-8895 or Leaderinfo@ucdavis.edu.