

SurveyOnline

Follow-up Report

Individual:

Total Responses: 6

Since leadership coaching began, has this person discussed with you what he/she learned from the feedback?

Yes 100.0%

No

Since leadership coaching began, how often has this person followed-up with you concerning how he could improve?

	None	Little	Some	Frequently	Constantly
Manager			1		
Peer			1	2	1
Self			1		

Do you feel this person has become more or less effective as a leader since coaching began?

	-3 Less Effective	-2	-1	0 No Change	+1	+2	+3 More Effective		Average
Manager						1			2.0
Peer					1	3			1.8
Self						1			2.0

1. Spend most of his time during working hours on the most important tasks.

	-3 less effective	-2	-1	0 no change	+1	+2	+3 more effective	No Information	Average
Manager							1		3.0
Peer					1	2	1		2.0
Self						1			2.0

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Comments

What has this person done in the past several months that you have found particularly effective?

From: Peer	distributes the workload better and gets to go home at a decent hour.
From: Peer	Sharing more processes and big picture goals.
From: Peer	Delegating tasks and following them through to completion
From: Peer	There seems to be more of a balance in 's life. His family is in the right place as priority #1 and his productivity at work has (in my opinion) improved as a result. He seems to have less of a "sky is falling" mentality. has this great ability to not bother with meetings or issues that do not pertain to him or his (work) interests. I envy that.
From: Self	I've improved at avoiding unnecessary events, meetings, burdens I've enhanced ability to network to solve problems jointly I've shared more information with peers, leader, reports Sharing the info has helped others to support my plans, projects I've improved my ability to aid in others' pers/professional development, and my ability to bring about large-scale projects I've improved my connectivity and teaming with my boss, together we are more effective, and I have been able to better support his agenda, while in turn he has provided more top-cover than ever to assist my projects

What can this person do to become more effective as a leader in the areas of development noted above?

From: Peer	needs to be careful not to fall in the trap of taking on too much all by himself; it's easy to do. He needs to ensure subordinates are reporting progress back to him on tasks that he has delegated. Tasks that he is responsible for.
From: Peer	Delegate better while providing vision, he could also track progress better.
From: Peer	Make sure subordinates understand the bigger picture of what they are doing.
From: Peer	Continue working on the same issues, growth has been noticed and you will continue to be the voice of reason in the frenzy of our department
From: Self	I need to organize my time and commitments with more purpose I need to bear disappointments and attacks with more resilience I need to learn how to leave work unfinished to maximize family time I have a sense of always feeling overwhelmed, need to control this better

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