Bridging the Leadership Gap: How to Connect Coaching and Talent Strategy for Scalable Impact

MDA Leadership: What Sets Us Apart

We're not new to helping organizations thrive.
Founded in 1981 on the belief that leadership matters, we leverage decades of experience and knowledge.

Leadership is our only focus.
Our experts know how to elevate individual, team, and organizational performance to drive business growth.

We help solve your greatest talent challenges.
We provide a full range of human-centric, science-informed integrated solutions.

Client intimacy is our heartbeat.
We are trusted talent advisors who act as an extension of your team, creating lifelong partnerships.

Your Guides

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6 Key Steps for Integrating Your Coaching Strategy

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Start with the end in mind

- What do leaders need to THINK and DO to drive the business?

6 Key Steps for Integrating Your Coaching Strategy
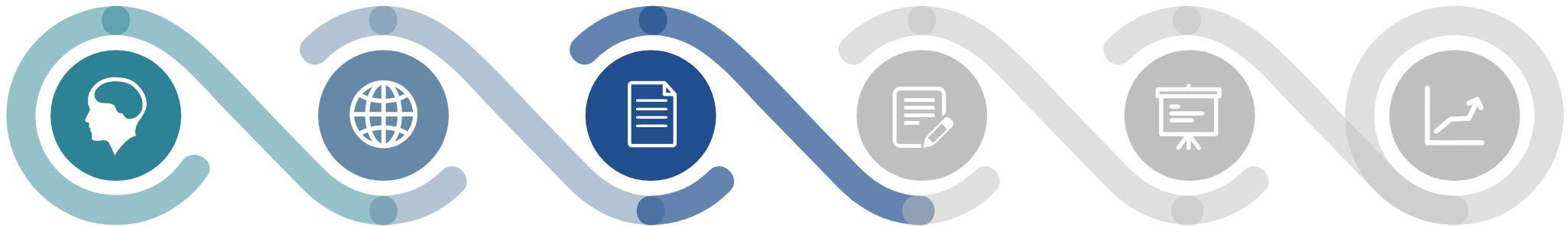
**Start with the
end in mind**

**Audit your
current state**

- What exists, where?
- Who has access?
- Talent Review discussions?
- What's working, what's not?
- What's being tracked and measured?

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6 Key Steps for Integrating Your Coaching Strategy

Start with the end in mind

Audit your current state

Define your end state and gaps

- Align with business goals
- Build your business case
- Clarify coaching purpose
- Determine success criteria

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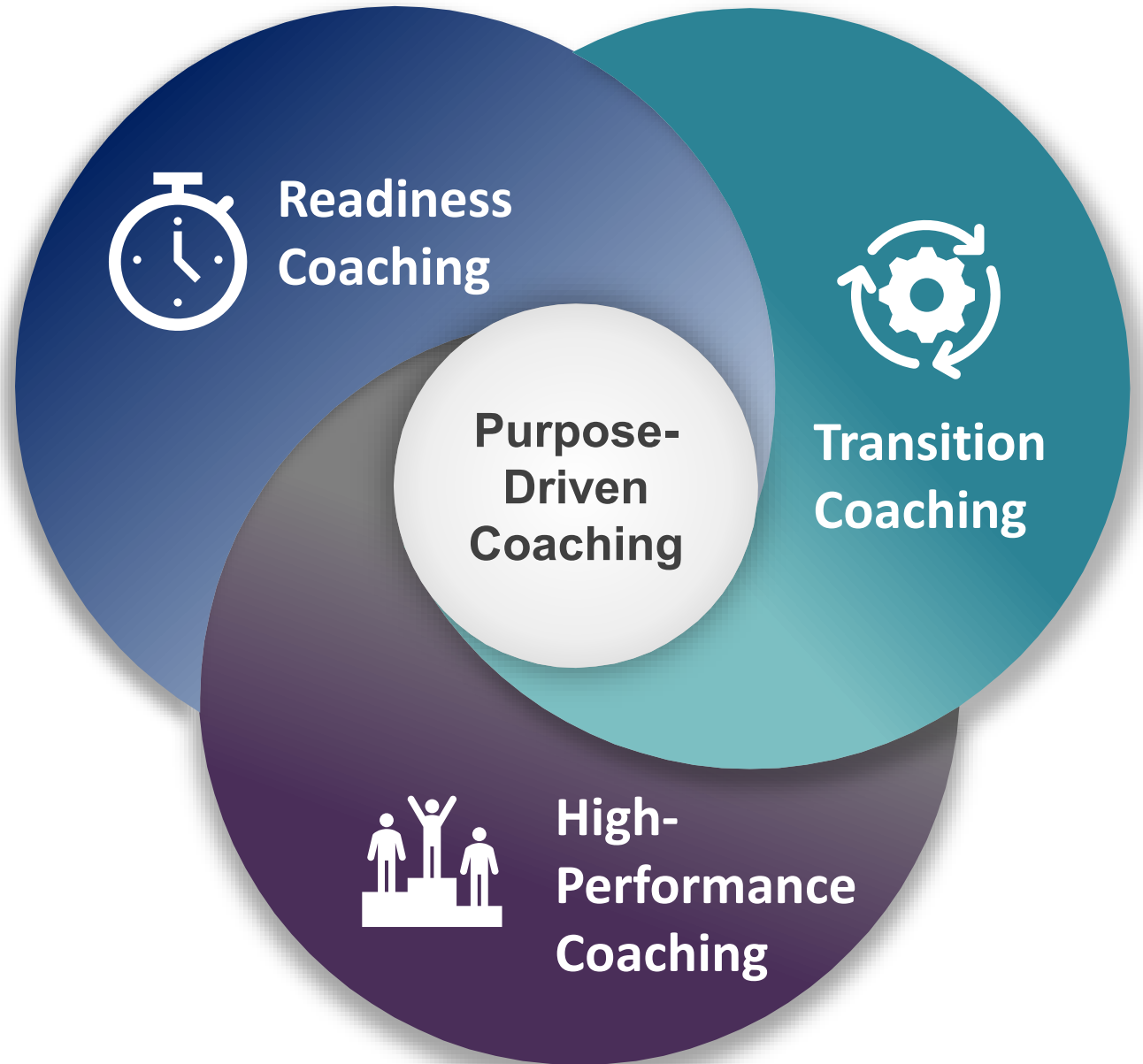
Start with the end in mind

Audit your current state

Define your end state and gaps

Design your framework

- Create eligibility criteria
- Segment offerings
- Define provider strategy
- Define scope and cadence

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Our Coaching Solutions

Readiness Coaching

Transition Coaching

Purpose-Driven Coaching

High-Performance Coaching

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Start with the end in mind

Audit your current state

Define your end state and gaps

Design your framework

Develop your plan

- Build governance and infrastructure
- Integrate with talent systems
- Choose a technology platform

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Start with the end in mind

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Define your end state and gaps

Design your framework

Develop your plan

Implement your plan

- Start with a pilot
- Evaluate lessons learned
- Measure impact
- Adjust as needed
- Continually evolve

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Implement your plan

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TALENT STRATEGY FOR THE LONG RUN®

Accelerating leadership
impact when it matters most™

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