“Our experienced coaches and coaching methodology challenge our participants’ thinking and assumptions about themselves and how others experience them, and help them further develop into the leaders they aspire to be – leaders who make a difference in the world.”

JANET MARKS
DIRECTOR, EXECUTIVE COACHING
HBS EXECUTIVE EDUCATION

Expanding Your Leadership Capabilities

Great leaders never stop learning and growing. As your career advances and your responsibilities expand, it can become more difficult to find the time and support you need to become the best leader, colleague, and person you can be. At Harvard Business School Executive Education, we integrate executive coaching into our carefully designed program portfolio to help you:

- Take charge of your growth
- Maximize your performance
- Clarify your purpose and vision
- Achieve your professional and personal goals
- Realize your potential
Executive coaching is an integral and integrated component of our comprehensive leadership programs. Our experienced coaches serve as partners and motivators to provide guidance, feedback, and accountability. The objective is to extend the impact of the AMP program and beyond; and participants frequently report that the experience is enlightening and life-changing.

Michael L. Tushman
Baker Foundation Professor
Faculty Cochair of the HBS Executive Education Program

Our distinctive and proven coaching process leverages the unique HBS environment to accelerate your growth as an individual, as a team member, and as a team/organization/world leader. In alignment with the HBS mission, executive coaching supports your growth as a leader who makes a difference in the world. And on an individual level, it encourages you to be the change you want to see in the world. The coaching process is both structured to align with the goals of your program and tailored to your individual development needs.

Throughout one-on-one and group coaching, your HBS executive coach will help you maximize the value and impact of your learning experience—and realize your true leadership potential. Using reflection, feedback, experimentation, and action planning in a safe, confidential, and supportive environment, you will have the opportunity to work with your executive coach and a diverse group of trusted colleagues who will support your continued growth and development. To meet the diverse needs of our community, our coaching includes in-person, virtual, and blended options.

Comprehensive Leadership Programs and Senior Executive Leadership Programs: Personalized Leadership Coaching

While each program’s coaching model is slightly different, all of our Comprehensive Leadership Programs and Senior Executive Leadership Programs include extensive individual executive coaching as well as group coaching.

Throughout the program, you will work individually with a personal coach who is focused on you and your growth as a leader. Your coach will meet with you one-on-one multiple times to help you define your personal purpose and vision, assess your personal leadership strengths and challenges, refine your leadership goals, identify areas for improvement, and develop a personal action plan for your ongoing development. All coaching sessions are strictly confidential, giving you the freedom to share your personal goals and professional challenges and experiment with new behaviors in a safe and supportive environment.
Personal leadership coaching emphasizes three goals:

- **Developing self-awareness.** You will gain clarity on who you are (values, strengths, personality, needs, triggers, and motivators) and how others perceive you, an essential prerequisite to managing your personal and professional trajectory effectively.

- **Identifying a vision for your work and personal life.** You will work on a personal vision that you can use to guide you both in the long term and each day.

- **Growing through meaningful personal change.** Your executive coach will help you identify and work on both an organizational development goal and a significant leadership development goal or challenge that will help you achieve your vision. Your executive coach will work with you throughout the program to enable you to both experiment with new behaviors and mindsets and receive feedback on your progress from your trusted colleagues and allies in your living group.

Because your living group is a crucial component of these programs and the HBS experience, we strengthen each group with the help of a coach. You and your peers will meet with the coach multiple times to optimize group dynamics, maximize the value of the group interactions, and create an environment where every participant can be a learner and a teacher.

**HBS Executive Coaching Benefits:**

- Professional executive coaches
- One-on-one and group coaching
- Total confidentiality
- A safe, supportive environment
- Proven leadership assessments
- Personalized feedback
- Opportunity to experiment with new mindsets and behaviors

**A Dedicated Coaching Team**

To ensure a rewarding, enlightening coaching experience for participants, HBS maintains a team focused on serving the unique coaching needs of each program and managing our network of executive coaches.

Our executive coaches are seasoned professionals with proven success in working with mid-to-senior-level executives and they are trained in our HBS executive coaching methodology. Each executive coach brings a strong track record in executive coaching, augmented by personal experience as a senior executive; a background in areas such as human resources, social sciences, and organizational and leadership development; and/or other experience that enables them to provide valuable guidance and to elicit new insights for our participants.

**FOR MORE INFORMATION**

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