Executive Coaching - The University of Missouri System

Executive Coaching - Professional Development Program

 The Executive Coaching Program supports senior academic leaders in gaining clarity and reaching professional development objectives while achieving institutional goals. Executive coaching is a practice in leadership development that is characterized by its individual and personalized approach.

  Please complete the following form to begin the matching process with an executive coach. You will be provided a list of possible coaches to review and make your selection.

Contact information:

○ First Name (1) _____

○ Last Name (2) _____

○ University Email (3) _____

○ Employee ID (4) _____

○ Title (5) _____

○ Primary Department or Office (6)
_____

○ Workplace Mailing Address (7)
_____

○ Phone Number (8) _____

Primary unit:

○ MU - Columbia (1)

○ MU Health Care (2)

○ UMKC - Kansas City (3)

○ S&T - Rolla (4)

○ UMSL - St. Louis (5)

○ UM System (6)

What are your coaching needs (e.g., topics, goal areas)? *(select all that apply)*

☐ Navigating ambiguity in the workplace (1)

☐ Navigating work interactions and interpersonal relationships (2)

☐ Managing conflict/difficult conversations (3)

☐ Coaching for diversity and inclusion (4)

☐ Building effective teams (5)

☐ Delegating (6)

☐ Communicating effectively (7)

☐ Managing competing priorities (8)

☐ Building networks and professional relationships (9)

☐ Leading and managing change (10)

☐ Developing direct reports (11)

☐ Managing self-confidence (12)

☐ Motivating and empowering others (13)

☐ Giving feedback (14)

☐ Managing stress (15)

☐ Creating a vision (16)

☐ Other (17) _____

I'd like to have a coach with expertise in:
(select all that apply)

☐ Development-focused coaching (future focused) (1)

☐ Performance-focused coaching (current focused) (2)

☐ Transition coaching (e.g., new role, etc.) (3)

☐ Other (4) _____

Describe your ideal coach.

_____

_____

_____

_____

_____

I would prefer:

○ Virtual Sessions (1)

○ In-person Sessions (specify location) (2)
_____

○ No preference (3)

The UM System is committed to offering you a unique, compelling and valuable work experience. As part of this commitment, a significant investment has been made by the UM System to support Faculty & Staff Success Initiatives. This executive coaching program is one of those initiatives.

The following set of questions addresses elements of your current work environment. The goals of these questions are as follows: (1) measure the efficacy of Faculty & Staff Success Initiatives in creating a positive work experience over time and (2) identify areas of the collective work experience that need additional focus in order to prioritize resource allocation.

Completion of these questions is optional. We value your feedback and respect your privacy. Your personal answers to these questions will not be shared with anyone outside of the program team. Overall results will be reported as an aggregate of all program participants.

	Strongly Disagree (1)	Disagree (2)	Neither agree nor disagree (3)	Agree (4)	Strongly Agree (5)	Prefer not to answer (6)
The work I do is personally meaningful to me (1)	○	○	○	○	○	○
The leadership of the University demonstrate a commitment to diversity and inclusion (2)	○	○	○	○	○	○
I feel that my input and opinions are valued by my leaders (3)	○	○	○	○	○	○
In my current role, I am clear on what is expected of me to be successful (4)	○	○	○	○	○	○
I feel empowered	○	○	○	○	○	○

to collaborate and share resources across the UM System (5)					
The University is committed to my growth and development (6)	○	○	○	○	○	○
I understand how my work contributes to the University's mission (7)	○	○	○	○	○	○
I believe that my unit encourages free and open discussion of difficult topics (8)	○	○	○	○	○	○
People are concerned about what is good for the entire organization instead of what is good for themselves or their group/unit (9)	○	○	○	○	○	○
The University seeks continuous improvement (10)	○	○	○	○	○	○