



CLI
**CASE
STUDY**

CASE STUDY OVERVIEW: Effective On-Boarding through Early Career Coaching

***Our Rapid Learning Coaching Program** uses a short-term coaching approach. We teach and integrate skills for coachees to use immediately, making rapid learning gains possible.*

The Need

Our client, a large multi-national company, had aggressive global expansion goals. They requested a coaching program that would help their newly hired college graduates to adapt to their fast-paced work environment, learn to use available resources, and introduce foundational and critical thinking skills.

The Corporate Learning Institute Approach

CLI designed and developed a coaching program that began with a pre-coaching personal needs assessment. In this phase, participants read about the coaching process and reviewed resources available for them to use.

Coaching sessions consisted of an initial face-to-face session to review needs and goals, and three additional telephone coaching sessions to monitor progress and assure long-term gains. The final session included a manager transfer step to help managers continue the coaching process in-house. Managers were trained in a separate coaching session and given a process to use for effective coaching.

In between sessions, coachees were given action assignments that allowed them to use practical skills to solve problems, think critically, and improve performance in key areas.

Results

The client reported an empirical improvement in coachees' abilities to tap into resources, adapt to the environmental expectations, and to use critical thinking skills.