

LAND O'LAKES STRATEGIC TALENT COACHING SERVICES

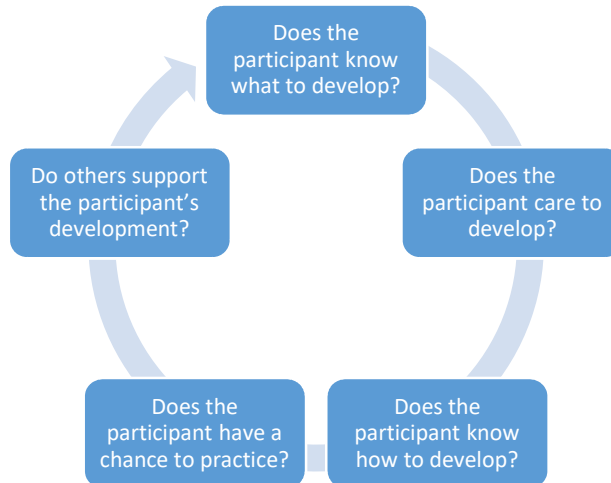
The Land O'Lakes Strategic Talent Resource Group (STRG) offers expert professional coaching services. We will collaborate with you to establish a coaching relationship that best helps to develop your specific skills. Our coaching is:

- **Continuous** - coach will be available by email and phone for support in-between sessions
- **Residual** - will have lasting effects after the process has been completed
- **Personal** - customized to your specific needs

This coaching process keeps individuals accountable and supported as they establish new ways of behaving and interacting, designed to achieve the following outcomes:

- Participant will enhance their strategic thinking and planning skills
- Identify and analyze the critical success factors for their role
- Give participant insight into leadership strengths and development opportunities, create an individual development plan (IDP), and work towards goals

COACHING MODEL FOR SUCCESS:



COACHING KICKOFF MEETING

Each coaching relationship begins with a meeting to:

- Review and gain consensus on intended outcomes, topics for coaching sessions, and appropriate learning activities
- Review and obtain feedback on the proposed activities
- Review and establish important timelines and accountabilities
- Launch the participant's development or personality assessment

INDIVIDUAL COACHING SESSIONS

Working collaboratively with the participant, we will facilitate on-going coaching sessions. Additionally, we will work with the participant's key stakeholders in their coaching process to incorporate real-time feedback along the way.

FINAL COACHING SESSION, EVALUATION, & CLOSE OF COACHING ENGAGEMENT

At the end of the coaching engagement, we will conduct the final coaching session, evaluate, and review progress. We will close out the coaching with a plan for the participant to continue development going forward without a coach.

LAND O'LAKES STRATEGIC TALENT COACHING SERVICES

There are four different coaching packages offered, as follows:

PLATINUM COACHING

Includes: 360 Assessment *and* Personality Inventory
Individual Development Plan (IDP) Creation

Duration: 12 months

Face-to-Face Coaching: 6 – 4 hour meetings (every other month)

Virtual (Skype) Coaching: 6 – 1.5 hour meetings (every other month)

Stakeholder Feedback: 4 meetings - one every quarter (with approx. 5 people)

GOLD COACHING

Includes: 360 Assessment *OR* Personality Inventory
Individual Development Plan (IDP) Creation

Duration: 9 months

Face-to-Face Coaching: 3 – 4 hour meetings (at project kickoff, midpoint, & conclusion)

Virtual (Skype) Coaching: 6 – 1.5 hour meetings (every other month)

Stakeholder Feedback: 2 meetings – one at project midpoint & one at conclusion (with approx. 5 people)

SILVER COACHING

Includes: 360 Assessment *OR* Personality Inventory
Individual Development Plan (IDP) Creation

Duration: 6 months

Face-to-Face Coaching: 3 – 3 hour meetings (at project kickoff, midpoint, and conclusion)

Virtual (Skype) Coaching: 9 – 1.5 hour meetings (approximately twice per month)

Stakeholder Feedback: not included

BRONZE COACHING

Includes: 360 Assessment *OR* Personality Inventory
Individual Development Plan (IDP) Creation

Duration: 6 months

Face-to-Face Coaching: 1 – 4 hour meeting (at project kickoff & midpoint *or* conclusion)

Virtual (Skype) Coaching: 4 – 1.5 hour meetings (every other month)

Stakeholder Feedback: not included