



# David Moont Consulting

## Targeted Coaching

Targeted Coaching involves brief intervention and support to develop specific competencies or behaviours. Targeted coaching provides immediate support for individuals to develop and implement specific skills and behaviours that are required for the current role or to be considered for alternate or future roles. Targeted coaching takes the form on “just in time” support and utilises proven behavioural change technologies that enable rapid change and learning.

Targeted coaching is most commonly requested with high performing functional leaders who are highly competent in their area of expertise and lack leadership or relationship skills resulting in breakdowns in corporate harmony and performance. Also defined as remedial coaching or corrective coaching, leaders are often presented as someone the company “cannot live without but is struggling to live with”. Targeted coaching for these individuals involves close consultation with the organisation.



Targeted coaching often follows measurement or assessment of either performance or organizational abilities and is most commonly used when

- An individual has shown the lack or inability of an essential competency or when a behavioural change is required due to organisational change.
- Help high potential staff to close the gaps in their competence range to ensure readiness for other roles.
- High performers have gaps in their behaviour or competency sets that require immediate improvement to ensure retention and organisational acceptance.

Targeted coaching may be one or two sessions or a defined period of three months with the coach and follow up evaluation by the organisation.

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