

Executive Coaching

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Rogala & Orr, Inc. has been providing Organizational Psychology services to business since 1986.

Organizations of all types and sizes hire Rogala & Orr, Inc. to apply our expertise where business needs and human capabilities intersect. Whether assessing key candidates, coaching high potential individuals or identifying success factors key to your business, count on us to do what is best for your business.

Everyday Development

High performers in key roles are often the busiest people in the workplace, while simultaneously expected to develop more quickly than average. Coaching is a means of supporting rapid professional development on the job. Work events are used as learning opportunities against defined developmental goals. The Rogala & Orr coach combines unbiased perspective, personal candor and experience in a wide variety of business settings and cultures. We combine company objectives and individual needs to facilitate learning, recommend modifications and promote behavior change.

Our approach seeks to ensure that the coaching process fits with the needs and culture of each client organization, while contributing to the rapid development of key players. Our general approach is:

- ◆ Establish individual/organizational parameters around feedback to the company, level of involvement by the participant's manager, etc.
- ◆ Conduct a full executive assessment of the participant to provide sound data around personal capabilities, styles, values and goals. Collect data from others if appropriate.
- ◆ Establish specific behavioral goals, time lines and approaches. Focus on a few, key development areas to maximize change without overloading the individual.
- ◆ Meet/interact regularly. Balance a focus on progress to goals with coaching around current events in the work-life of the individual.
- ◆ Measure change and modify goals to continue development.

