

EXECUTIVE AND LEADERSHIP COACHING: A BRIEF OVERVIEW

Supplemental Information

Key questions to selecting an Executive/Leadership Coach:

- What experience do you have working with leaders whose roles, responsibilities, and career stage are comparable to mine?
- Please provide examples of coaching engagements with similar leaders and describe the outcomes achieved.
- How do you define success in a coaching engagement?
- How do you assess progress over the course of the engagement?
- What is your approach to coaching leaders who must balance patient care, regulatory compliance/research, and financial performance?
- How do you distinguish executive coaching from therapy?
- How do you define and maintain ethical boundaries in executive coaching, particularly when working with senior leaders in academic medicine or similarly complex organizations?

When to consider getting an Executive/Leadership Coach:

- **Career inflection points** — when you are reassessing direction, scope, or trajectory and need structured support to clarify priorities, evaluate options, and define a deliberate next phase.
- **Targeted advancement or transition goals** — when you have clear objectives (e.g., stepping into leadership, launching or scaling a venture, assuming a broader remit, or navigating a significant transition) and want disciplined support to execute effectively.
- **Early- to mid-career leadership development** — engaging in coaching prior to senior leadership roles to build foundational leadership capacity, strategic judgment, and sustainable habits that compound over the course of a career.

References and Further Reading

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