



Defense Acquisition University Coaching Program

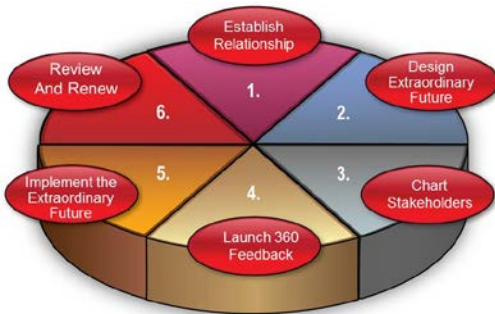


Background:

In FY2009, DAU launched an initiative to train and qualify a cadre of experienced acquisition practitioners to serve as executive coaches. Using a refined, proven coaching model/process, we've continued to train and qualify 48 internal coaches, who have engaged over 230 defense acquisition workforce (DAW) leaders and received great results and feedback. To complement this one-on-one and team coaching, our leadership development courses, including our Leader as Coach course, have reached over 4,000 leaders and supervisors. These collective efforts emphasize the responsibilities of each leader to develop, coach, and mentor members of their workforce, creating a long-term culture change, future business success, and a learning enterprise.

Executive Coaching Program Overview

Coaching at the executive and supervisory levels offers leaders a powerful one-on-one and team assist to expand their capacities to impact and make a difference with their programs, people, organizations, environments, and with themselves with the intent of producing significant results and improving acquisition outcomes. Through a coaching relationship, leaders commit to:



- Signing an agreement with a DAU executive coach and engaging in frequent coaching conversations
- Creating an Extraordinary Future for programs, people, and self
- Conducting a 360 feedback assessment
- Charting and understanding stakeholders
- Developing, implementing, assessing, and renewing strategies and actions toward achieving their Extraordinary Future

Target Audience: Key Leaders in major defense acquisition programs and services.

Coaching Engagement: Monthly face-to-face, bi-weekly phone calls; 6 to 9 months.

The Leader's 100%: Design & Implement an Extraordinary Future.

The Coach's 100%: Thinking/Being Partner, sounding board, nudge manager.



Results (*Coaching ROI: Delivering Strategic Value Employing Executive Coaching In Defense Acquisition*, Alphonzo Moseley, 2011)

Top performance improvements:	Top business results:
<ul style="list-style-type: none"> • Strategic communication 	<ul style="list-style-type: none"> • Increased personal and workgroup productivity
<ul style="list-style-type: none"> • Change implementation 	<ul style="list-style-type: none"> • Increased customer satisfaction
<ul style="list-style-type: none"> • Stakeholder relationships 	<ul style="list-style-type: none"> • Increased resources
<ul style="list-style-type: none"> • Leadership/people interactions 	<ul style="list-style-type: none"> • Reduced cycle time
	<ul style="list-style-type: none"> • Increased organizational efficiency

Return on Expectations/Investment (ROE/ROI): Non-Financial: 3.3 or 330%; Financial: 754%

On-line, post-coaching survey results are 6.55 on a scale of 7 (max satisfaction/ impact). Specific survey results include: "coaching improved my acquisition outcomes" – 6.14; and "coaching improved my leadership capacity"- 6.63; "I would recommend coaching to colleagues" - 6.74.

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