

Best Practice

Service: Consulting
Solution Suite: Professional Development
Best Practice: Mentoring and Coaching



Overview

AMS deploys solutions based on customized industry and experiential best practice. Our team of executive level consultants will work with your organization to craft the best implementation of any service, solution suite and correlating best practice. This holistic approach to creating business solutions will render high value ROI, continuity and embedded value.

AMS understands that not all situations require intense consulting or complex solutions. From time to time our clients ask for our consultants to mentor and coach managers, teams and even executives. This process is quite effective as a follow on to a completed initiative, during transition periods, after training, and when ramping up new team members.

The AMS consultant team offers your team executive analysis and solutions tailored to their needs because our consultants have been where your executives are now. This profile is perfect for a coaching scenario as the participants can benefit from real-world solutions and fresh ideas.

AMS has constructed a standard coaching methodology that provides both the coach and participant with a set of ground rules and accountability. Initially AMS will identify the collaborative objectives for the participant and then align and assess their current skill set for competency gaps. Prior to beginning any coaching there is a session in which the participant and the coach have an opportunity to discuss the results of the assessment and then jointly build an action plan.

The coaching process also allows for direction relative to the work flow. Another words in many cases the organization has a large component of accountability as well and it is the coaches job to help clear the path for the participant to succeed.

In some cases the participant and the sponsoring client would like to see progress reports for the project and/or the participant. AMS has established a standardized coaching report to answer this need and to allow the participant to collaborate in the process.

AMS can also focus on the process side in a mentoring capacity rather than a coach. This role is used more frequently when a project may have been distressed and the team is executing against corrective action. Rather than focusing on competency and roles of the project team the consultant focuses on watching for the signs of regression.

In either model the AMS team is equipped to assist clients with these operational level challenges.

AMS can customize any best practice to fit your organizational needs.