Working at Cornell

Coaching

Executive Coaching at Cornell

What is coaching?

Leadership coaching creates self-awareness, provides critical challenge and support, and helps drive transformational change.

Coaching is one of the most effective tools available to take leadership development to a deeper and more sustainable level — whether focused on the individual or on your entire organization. Coaches expand perspective, inspire, and provide challenge and support like no one else. Coaching can help people at any level in their roles, or help workgroups through team coaching, unlock their full potential.

Through the development of a culture of coaching, Cornell is creating individual and organization effectiveness of staff, faculty, people managers, and senior leaders in alignment with organizational goals.

How Coaching Works

To the individual being coached, hereafter called the coachee, the coach will ask questions. This will create an opportunity for the coachee to think through and discover strategies to realize their strengths and unlock even greater success and effectiveness. In addition to asking questions, the coach will share teachings, provide feedback to promote learning and growth and the ability to build long-term strategy, capabilities, problem-solving skills, and processing skills. All of this is designed to teach the coachee to self-coach and discover solutions.

And the best part? All of our internally offered high-impact coaching sessions are offered at no cost to the coachee or their department. Coaching sessions, usually four-to-six months in duration meeting every three weeks, can be delivered virtually, via phone or in-person allowing for unparalleled flexibility to meet your needs.
Get Started

Coaching is a valuable investment in yourself to help you be more successful in leveraging your skills and talents in your role and in all areas of your life. If this feels like a fit for you, contact Kathy Burkgren at klb18@cornell.edu for more information. She will share the process to get you started and start the process of matching you with an internal coach.