

Cohort IX

Orientation | March 27, 2026

Today's Agenda

Welcome

Meet Your Cohort

Guest Speaker – Brian Seaton

Program Timeline & Expectations

Coaching

Q&A

Next Steps

Meet Your Cohort

Story of Your Name

- Are you named after someone if so, why?
- Does your name hold any special significance?
- Do you like your name? Why or why not?





Brian Seaton

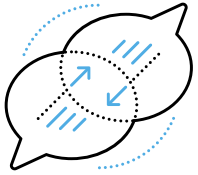
Senior Manager of Utility Training
ComEd, An Exelon Company

Cohort VIII – Corporate Guide

Program Expectations & Timeline

	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9
Assessments	Active								Active
Learning Sessions		Active	Active	Active	Active	Active	Active		
Provide Feedback		Active	Active	Active	Active	Active	Active		Active
Coaching Sessions		Active	Active	Active	Active	Active	Active	Active	Active
Application to Work		Active	Active	Active	Active	Active	Active	Active	Active
Closing Session									Active

Corporate Guide Expectations



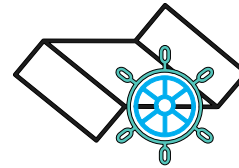
Coaching

Commit to monthly coaching meetings (e.g., one hour) with your assigned Fellow during the nine-month program.



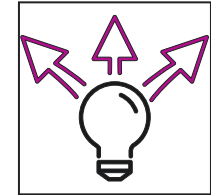
Goal Setting

Define goals for coaching meetings ahead of time by knowing what you want to discuss and accomplish during your meetings.



Application

Help the Fellow think through ways to apply learnings from the assessments, webcasts and workshops to the workplace.



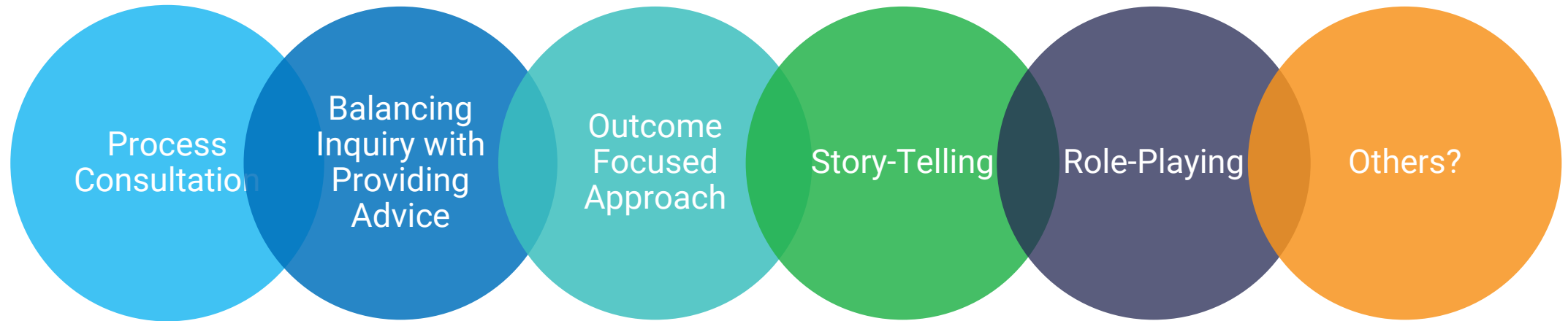
Application

Leverage your coaching partner's insights on your organization's culture, politics, etc.

Stages - Coaching Relationship

Time Period	Milestone	What's Going On
Month 1	Initiation	<ul style="list-style-type: none"> • Coach pairs introduced • Partners become acquainted
	Definition	<ul style="list-style-type: none"> • Partners are establishing objectives • Partners define how relationship will be structured (e.g., when and where to meet; who will schedule meetings)
Months 2 - 8	Cultivation	<ul style="list-style-type: none"> • Partners develop rapport • Partners develop trust • Coaching activities are on-going
On-going	Evaluation	<ul style="list-style-type: none"> • Partners observe and reflect on coaching experience.
Month 9	Transition/ Redefinition	<ul style="list-style-type: none"> • Partners end the structured coaching relationship and redefine how they want to continue their relationship (informally)

Coaching Communications



Next Steps

- Attend Welcome Breakfast & Academic Session: [Building a Culture of Collaboration with Angela Cobb](#)
 - **Friday, April 10, Time: 8:00am-11:30am**
 - **Location:** Health Care Service Corporation
 - 300 E. Randolph, Lower-Level Cal Rooms 5 & 6

- Schedule your coaching meeting to take place
 - Familiarize yourself with the CII portal

- Complete the Month 1 Survey.

Contact Us



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THANK YOU