

## Contact

---

For more information about executive coaching or other Custom Solutions services at FEI, contact:

Karen Kimmel, Ph.D.  
434-980-6230  
Karen.Kimmel@opm.gov

Claudia Lowe  
434-961-6403  
Claudia.Lowe@opm.gov



UNITED STATES OFFICE OF  
PERSONNEL MANAGEMENT

*Great Leaders for Great Government.*

**[www.leadership.opm.gov](http://www.leadership.opm.gov)**



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
THE FEDERAL EXECUTIVE INSTITUTE

# CUSTOM SOLUTIONS EXECUTIVE COACHING SERVICES



As Government agencies struggle to do more with less these days, the effectiveness of its personnel matters now more than ever—this starts with the executives at the top. The U.S. Office of Personnel Management’s Federal Executive Institute (FEI) offers executive coaching services that benefit the individuals receiving the coaching as well as the agency for whom they work.

## What is Executive Coaching?

Executive coaching is a sustained partnership between an individual executive and a coach to enhance the executive’s effectiveness in his or her organization. Coaching enables executives to identify their developmental goals and pursue a plan to achieve them in a safe, nurturing and confidential environment.

---

### How Executives Benefit

- Increased effectiveness through improved self-awareness of their attitudes, patterns and behaviors and how those factors influence their organization’s success.
- Development of new competencies designed to achieve the executives’ specific goals.
- Coaching is voluntary, confidential, and tailored to the expectations and schedules of the executives.

---

### How the Agency Benefits

- Coaching creates and supports a learning culture in an agency, creating a domino effect of growth development within the organization.
- The agency can participate in setting general goals for the coaching process.
- Coaching services meet agency training requirements in accordance with the Government Employee Training Act.



## Why Work with FEI Custom Solutions for Executive Coaching?

- FEI operates on a Revolving Fund basis, and unlike private-sector providers, does not seek to make a profit on its services.
- Working with FEI’s Custom-Solutions is easy—we accept several payment methods and use the Department of Treasury mandatory Forms 7600’s, making the contracting process hassle-free.
- FEI provides leadership development services to Federal agencies in accordance with:
  - The Government Employee Training Act (5 USC 4101–4119)
  - The Economy Act (31 U.S.C. 1535–1536)
  - Revolving Fund Authority (5 USC 1304)



## Our Coaches

FEI has developed a pool of coaches with varying styles to match a wide range of coaching needs. The coaches at FEI's Custom Solutions are selected through a competitive process that includes a thorough assessment of their qualifications and competencies.

## About FEI Custom Solutions

Custom Solutions at the Federal Executive Institute (FEI) is a needs-based organizational development-consulting arm of the U.S. Office of Personnel Management (OPM). Our collaborative process with individuals and agencies enables us to deliver precise, individualized strategies for producing systematic change in your organization.

## OPM's Custom Solutions Approach

Custom Solutions follows an action-research cycle that is designed to produce interventions that are motivated and supported by you. The process begins with an agency recognizing that it has not been performing optimally. Through feedback, collaboration, and follow-up, we work closely with the agency's management team to develop an effective, sustainable solution to help everyone get back on track.

