

BUSINESS & OPERATIONS

AI-Driven Coaching

A conversational coach available when a work situation needs thinking through: before a conversation, after a decision, between one rehearsal and the next. People set the goals and keep the judgment.

Development happens between sessions. That is exactly when a coach is rarely there.

AI-Driven Coaching gives each person a conversational coach built around their development goals. It does not hand out answers: it asks what happened, what the person wanted, what they noticed, what they would do differently. It turns an intention into a few concrete actions and, at the next session, asks how they went. Over weeks, goals, actions, and progress become visible, not a score.

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A COACH FOR EVERY PERSON	ACTIONS AT MOST, PER SESSION	SCORES: PROGRESS, NOT GRADES

THE PROBLEMS WE SOLVE FOR CORPORATIONS, INTERNATIONAL ORGANIZATIONS, AND PUBLIC BODIES

01 — COACHING FOR THE FEW

Executive coaching reaches a handful of people

A conversational coach, configured on your competency model, extends coaching to every manager and professional, in short sessions when the situation calls for them.

02 — TRAINING WITHOUT FOLLOW-UP

The course ends; the practice never starts

After a rehearsal in Conversation Mastery or a session in the immersive room, the coach asks what the person will try at work, and at the next session what happened.

03 — GOALS SET, THEN FORGOTTEN

Development plans live in a file

Goals, actions, and reflections stay in one place, in the person's own words. Aggregate patterns inform your development program; individual sessions stay with the person.

TARGET AUDIENCE

Managers and team leaders, high-potential and newly promoted professionals, sales and key-account teams, HR and learning functions, public bodies and international organizations. For continuous development, leadership programs, and training follow-up.

FORMAT

Online, on any device, in the person's language; short sessions on demand. Configured on your development goals, competency model, coaching approach, and data-sharing rules. Integrated with your learning platform and with Conversation Mastery rehearsals; human coaches and managers in the loop where you want them.



INSIDE AI-DRIVEN COACHING

Set the goal. Reflect. Act. Review.

01 Set the development goals

The person, with their manager where agreed, defines two or three goals that matter now: leading a new team, negotiating with a key supplier, delegating more. The coach is configured on them.

02 Reflect and prepare

In short sessions the coach asks about a situation the person is facing or has just lived: what happened, what was at stake, what they noticed, what they want next time.

03 Decide the next actions

Every session ends with one to three actions in the person's words. Where useful, the coach suggests a rehearsal in Conversation Mastery and prepares the brief.

04 Review progress

At the next session the coach asks how the actions went and what changed. Over time, goals, actions, and reflections are visible in one place.

WHAT YOU GET

A configured coach
On your goals, competency model, and coaching approach.

Sessions on demand
Before a conversation, after a decision, between rehearsals.

Visible progress
Goals, actions, and reflections, per person, over time.

Patterns for HR
Aggregate and anonymized; individual sessions stay with the person.

Start with one team

Choose one team and one development goal: first-time managers, a sales team preparing key negotiations, a function going through change. We configure the coach on your competency model, the team uses it for a month alongside its training, and we look together at what changed.

WORKS WITH CONVERSATION MASTERY

Conversation Mastery is the rehearsal with an avatar; AI-Driven Coaching is the reflection around it: what to practice and why, what the feedback means, what to try at work.

PART OF A LARGER OFFER

AI-Driven Coaching is one of the e-REAL solutions for Business & Operations, with Conversation Mastery, Immersive Simulation, Smart Hiring, AI for Everyone, The Expert Avatar, and People and AI Agents.

LET'S TALK

Book a demo on www.e-real.net or propose a team for a pilot.

CONTACT

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