

**First Intervention Coaching: A Model for Resolving Unethical Conduct of First Entry Employees on the Management Fast Track.**

At a time of, critical, talent management and the upswing of the economy, businesses have adopted a number of strategies designed to maintain a competitive balance in the face of layoffs and right sizing. The need to nurture and develop talent did not fall by the wayside, yet the challenges of increasing task load, expanding productivity and expedited decision making have thrust new entrants into the work force into critical roles for an immersion into a 'baptism of fire' approach to leadership development. Consequently, aspects of the process fall through the cracks and issues emerge that test, both, resolve and integrity of Fast Track Managers. Where issues of unethical conduct emerged, the need to retain talent out weighed the need to replace individuals. A coaching model of intervention was developed and implemented for the soul purpose of providing a 'second chance' to first level employees being groomed for management roles. The results of the process, the interviews and the end results will be presented and discussed with an emphasis on future research.