

EXECUTIVE COACHING



OPTIMIZE
LEADERSHIP ON A
PERSONAL LEVEL



EXECUTIVE COACHING:

Executives and managers today are facing unparalleled organizational change and complexity. Pressures are intense, whether the focus is on revenue, bottom-line results, cost reductions, globalization, or workforce issues. And, at the core, they are responsible for the development of their employees and to enhance their own professional and leadership skills.

Executive Coaching has become a tool widely recognized and utilized to rapidly increase leadership effectiveness and influence in organizations of all sizes but most specifically in those that are growing which have some of the greatest demands for leadership competence. At an individual level, emerging leaders seek to optimize their working relationships and successfully exceed corporate expectations –ultimately, it is always about improving performance.

For those of you considering coaching as an option, know that you control what you want to improve. The goals that you set are strictly yours. Coaching is only about you.

- Coaching is about reaching your goals by enabling you to focus and achieve results more quickly.
- Coaching is a collaborative partnership, helping you get to the source of your problems, to discover permanent solutions and move forward.
- Coaching is a process which is action-oriented and encourages you to do more than you would do on your own.
- Coaching is an investment you make in both yourself and work.



THE EXECUTIVE COACHING PROCESS:

We work with both high potential people and those people who need to bridge performance gaps. We leverage proven diagnostic tools and methodologies to provide the employee being coached with the insight and awareness needed to create a meaningful Individual Development Plan (IDP) with measurable goals. Our coaching process is pragmatic, meaningful, and results-based.

THE EXECUTIVE COACHING PROCESS:



1. Initiate the “manager” conversation:
 - Introduce the concept of executive coaching and how it will benefit the employee being coached
 - Briefly describe the coaching process and results measurement steps
 - Discuss development and remedial based focus areas
 - Schedule follow up meetings to review progress
2. As needed conduct a 360 degree leadership competency feedback survey and personality profile assessment. (OPTIONAL)
3. Hold interviews (in person or by phone) with selected people, who work with the employee, to gain additional insight and data points.
4. Begin the coaching process with the employee. Coaching sessions occur weekly for the first 4-6 weeks and move to every two weeks based on a set schedule that is focused on identified development needs outlined in the Individual Development Plan (IDP). The IDP is priority based and is the result of the employee understanding their feedback and a deepened self-awareness of unique strengths and areas needing development.
5. Work with the employee to identify challenging work assignments which integrates practical behavioral change over time.
6. Measure results, reinforce learning through repetition, and build support with the employee’s manager. The one-on-one coaching relationship is designed to encourage purposeful dialogue, create new insight, develop new knowledge and skills, and stimulate personal growth. A typical coaching engagement is between three to six months in duration and includes a combination of scheduled telephone and in-person coaching sessions.

DESIRED OUTCOMES:

Executive Coaching is designed to enhance both your leadership skills and the performance of your organization.

We will help you:

- Move beyond self-imposed limitations
- Develop and enhance your leadership abilities
- Improve interpersonal and relationship building skills
- Embrace feedback as an improvement tool
- Establish priorities and receive exceptional performance reviews
- Understand the necessity of good communication
- Improve your decision making skills
- Develop a flexible management style
- Execute winning business strategies
- Develop a talent pool and create loyalty
- Manage others through increased personal effectiveness
- Cultivate a network that helps you and your organization
- Align yourself with corporate objectives
- Balance work and life priorities

