EXECUTIVE COACHING

Empower your Executives to excel through Coaching

In today's constantly changing environment Executives need to ensure that they are evolving their leadership presence, improving development opportunities and demonstrating self-awareness. Coaching is the best tool to help accomplish this and accelerate leadership performance. Through coaching, actions plans are implemented to address improvement opportunity areas. Coaching is a one on one collaborative partnership.

When do Executives Need Coaching?

- Mergers & Acquisitions
- Effective Communication Strategies
- Organization Structure & Restructure
- Specific Development Need
- Organizational Change
- Crisis Management
- Accelerated Growth
- Competitive Advantage
- Culture Development
- Risk Management

- Strategic Business Initiatives
- Accountability Partnering
- Outside Perspectives Without Judgement
- Employee Relations
- Organizational Effectiveness and Development
- Succession Planning
- On-boarding & Retention
- Talent Management
- Transitioning into a New Role
- Building and Fostering Cohesive Teams

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Coaching is a partnership. Through coaching Executives work on a wide variety of competency-based development areas including but not limited to:

- Team Building
- Vulnerability Based Trust
- Unwavering Commitment
- Fostering Accountability
- Effective Communication Skills
- Presentation Skills
- Coaching and Feedback
- Influencing Skills
- Productive Conflict
- Collaborative Leadership Skills
- Innovation & Creativity
- Leading Different Personality Styles
- Flexibility
- Effective Delegation
- Agility and Emotional Intelligence
- Problem Solving and Decision Making
- Effective Listening
- Managing Stress and Adversity
- Planning & Strategic Thinking
- Prioritizing and Time Management
- Eliminating Procrastination
- Goal Setting
- Creating Vision & Mission Statements

Challenges Executives Face

- Creating motivational climates where employees are engaged
- Managing remote and global teams
- Creating the time and space needed for reflection and clear thinking
- Communicating and being resourceful during chaotic times
- Hiring and retaining top talent
- Demonstrating authentic leadership by being vulnerable and transparent
- Avoiding burnout
- Being an influencer while networking and staying relevant
- Building strong organizational cultures
- Transitioning into new leadership roles and building strong leader competencies
- Maximizing results and productivity in underperforming teams, business units and organizations
- Building a culture of "WE" and increasing employee engagement
- Ensuring every employee understands the role they play in the success of the organization

Executive Coaching Process

Coaching is highly specialized as each Coaching Client is different. As the needs of the Client change/evolve so does the coaching process. Different tools and processes are used to ensure that the most effective coaching tools are leveraged delivering desired outcomes.

1) **Stage 1 - Preliminary Assessment**
   a. Understand the reasons for hiring the Coach
   b. Understand the Clients background, organization and organizational culture
   c. Understand the Clients' expectations and timetables
   d. Identify key stakeholders
   e. Discuss the needs for development/career plans
   f. Gain agreement on what coaching is and how to get maximum benefits

2) **Stage 2 - Detailed Assessment**
   a. Understand Client goals, challenges and issues
   b. Identify business goals, challenges and/or issues
   c. Conduct formal interviews with key partners, stakeholders and sponsors
   d. Gap Identification (as is state versus to be state)
   e. Assess Client coachability
   f. Completion of Assessment tools (360 feedback)
   g. Identify other assessment needs

3) **Stage 3 – Coaching Partnership**
   a. Work with Client to design ideal coaching process and methodology
   b. Align on the desired outcomes and targets
   c. Align on key leadership competencies to be improved and/or developed

4) **Stage 4 – Coaching Journey**
   a. Work with Client to develop an action plan that addresses Client challenges, issues and identifies measurable goals
   b. Telephone, virtual and/or face to face sessions
   c. Innovative problem solving by asking probing questions
   d. Provide on-going support for Client
   e. Tools and methodologies include but are not limited to :
      i. Development assignments
      ii. Personality, Skills and Behavioral Assessments
      iii. Role playing
      iv. Case studies
      v. Books and Articles
      vi. Small Group Mastermind Sessions
      vii. Networking Opportunities
      viii. Webinars

5) **Evaluation**
   a. Assess performance against the goals
   b. Review and provide feedback and identify areas for improvement against actions taken