



Executive Coaching

Improved Business and Personal Performance

What is it?

Executive coaching delivers improved individual performance by enabling leaders to access their full potential to achieve measurable results in alignment with explicit business needs. Previous clients highlight increased awareness of their authentic leadership style allowing greater focus on the contribution they make to the bottom line.

Who should use it?

Executive coaching is designed for leaders who are committed to develop their own skills. Our clients include CEO's, Managing Directors and Directors from the Public, Private and Voluntary sectors.

What does it involve?

Executive Coaching involves your key individuals working with our experienced coach on a one to one basis through a clearly structured process for a fixed period of time on the key deliverables.

The key stages include:

- **Introductory meeting**
The individual meets to executive coach to exchange information about career histories, interests and expectations of coaching. The individuals will assess whether the coach can provide the right level of challenge, support and stretch for their needs.
- **Coaching Sessions**
 - The individual works with the coach on key personal aspects to create winning strategies. Our clients have valued the non judgemental, confidential sounding board. Learning and development are embodied within the framework, facilitated in a safe and stimulating environment.
 - Typically coaching sessions last between 1½ to 2 hours at a mutually convenient location away from the office. Sessions are scheduled every 2 to 4 weeks, to allow progress to be made quickly.
 - The coaching agreement generally lasts for 6 sessions. It is not unusual for the customer to request the agreement be extended for a further 3 to 6 months to ensure consolidation of personal and business objectives.
 - A review process is built in to enable both the individual and the coach to assess progress on a regular basis to maximise the benefit to the client and to the bottom line of the business.

What are the deliverable and outcomes?

Specific intended results and success measures are developed with each individual and are likely to include:

- Clarity of the individual contribution needed to deliver the strategy
- Developing individual key strengths for delivering business benefits
- Setting goals and objectives that inspire and motivate towards success
- Develop resilience to deal with the challenges ahead
- Alignment of values for the individual and the business

What is the investment?

The investment is £2000 for 6 sessions over 3 to 6 months. Individual coaching sessions are £400.