



Coaching for key people

Senior employees face complex, often conflicting and inexorable pressures, along with an unrelenting requirement to account for their actions. Executive coaching provides a time-effective way to help them stand back and reflect on their personal and organisational strategies, current and future. It can help provide a different perspective for people to explore ideas through challenge, and help them develop new mindsets.

A coach can act as a critical friend or independent sounding board to a senior person, offering support and challenge from someone external to their immediate work environment. A skilled and experienced coach may be able to provide additional resources, ranging from models or techniques, emotional and attitudinal responses, practical tools or simply some information.

The focus of executive coaching

We have found that senior people have two quite different needs from their coaches.

Improving performance

This is often related to their appointment to a more senior, or different role. We may help them

- Focus on more effective implementation of organisational change
- Address questions and concerns about how to handle situations that they can't discuss with others in their organization
- Step back and look at their department from a different perspective

Personal development

We offer support for senior individuals engaged in developing their personal effectiveness, perhaps by

- Fine tuning their interpersonal, confidence and advanced communication skills
- Helping them become outstanding and inspirational leaders, able to motivate and build productive teams
- Improving their political understanding and expertise

We are experienced in meeting both kinds of need from senior people. Our coaches are eclectic in their approach; whether a task-focused technique is needed, or a heart, mind and soul approach which concentrates on increasing psychological fitness, they will deliver whatever is needed.

Most clients need and want a programme of between three and six sessions, spaced over as long as six or nine months. This can be delivered at work, or at another location as required.

Contact us now to discuss how we can help your organisation.