

Today's leaders have the power to evolve, adapt, and thrive in the face of competition, complexity, chaos, continual change, and challenges that are exponentially greater than anything they faced in the past.



## WHAT DOES EXECUTIVE COACHING ENTAIL?

- ✓ Coaching is a relationship built on a foundation of trust and open dialogue
- ✓ Coaches act as strategic advisor, sounding board, and thinking partner, asking questions and challenging how you think about events rather than providing you with an answer or the solution
- ✓ Coaching frees up your thinking about yourself and your situation, by reflecting and evaluating how you are thinking to help you uncover hidden assumptions, see things from a different perspective, and to explore alternative options or new possibilities
- ✓ It is a self-generating, reflective, and introspective engagement tailored to your individual needs, goals and action plans
- ✓ Assessment and feedback is shared to understand key insights and jumpstart the development journey and enhance performance

## WHO IS IT FOR?

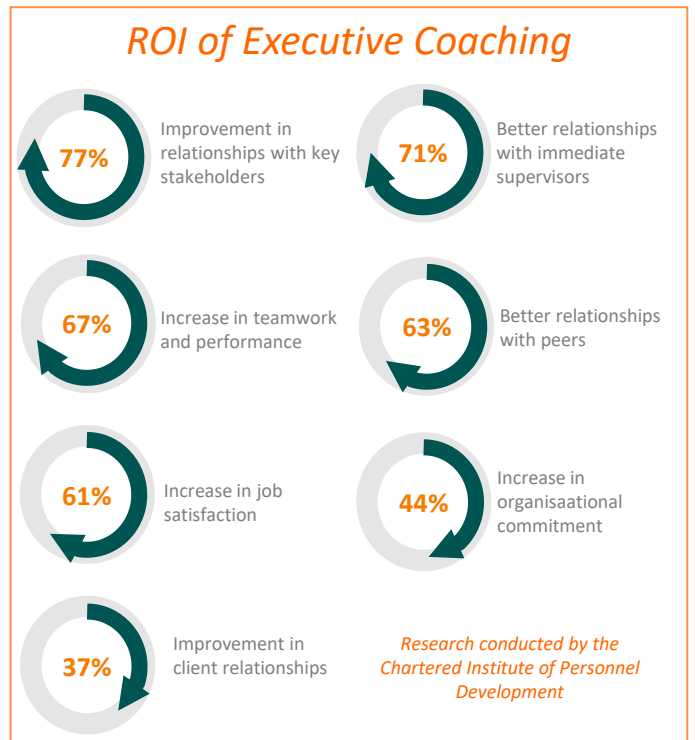
- ✓ Individuals looking for a breakthrough in their career and tap into their inherent leadership potential
- ✓ Leaders who are transitioning into a more complex role
- ✓ Leaders who have increased responsibilities and need new strategies for leading larger teams across a broader portfolio
- ✓ Leaders who seek to be more authoritative/ influential with a variety of stakeholders
- ✓ Leaders who want to increase the performance of their teams
- ✓ Leaders who want to be more strategic and less reactive
- ✓ Leaders managing stress, change, conflict or crisis

## WHAT IS INCLUDED IN THE PROCESS?

- ✓ Developmental interview to determine fit and establish a relationship
- ✓ Providing a safe and confidential environment to engage into meaningful reflective dialogue
- ✓ Comprehensive leadership assessments and 360° feedback
- ✓ Assessment feedback, development action planning and implementation coaching sessions
- ✓ Coaching conversations are devoted to helping coachees deepen their insight into their leadership behaviours and leadership effectiveness
- ✓ Each coaching conversation begins with setting the agenda and clarifying what is to be achieved, followed by reviewing and reflection of previous action plan, and continuing action planning and goal setting for further support

*“Coaching is partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.”*

- International Coaching Federation (ICF)



## BENEFITS OF EXECUTIVE COACHING

- ✓ Enhanced personal awareness and sustained behavioural change
- ✓ Clearer leadership identity and alignment with career goals
- ✓ Successful role transition
- ✓ More aligned with exercising role authority
- ✓ Increased personal productivity and performance
- ✓ Higher levels of leadership and team performance
- ✓ Better decision-making ability
- ✓ Effectively leading change and in times of crisis
- ✓ Ability to apply a more flexible leadership style and leverage leadership skills and capability
- ✓ More mindful and able to achieve greater balance and stress management
- ✓ Improved work/life balance
- ✓ Enhanced social and emotional intelligence and ability to build co-creative relationships
- ✓ Increased confidence, self-belief and life satisfaction



*“Coaching is unlocking people’s potential to maximize their own performance.”*

- Sir John Whitmore, pioneer of coaching in business

## Executive Coaching Journey



### Establishing the relationship

- ✓ Chemistry session
- ✓ Setting the foundation for confidentiality and trust
- ✓ Explain the coaching process, expectations, requirements, working agreements, and deliverables
- ✓ Preliminary goal setting and clarification
- ✓ Leadership assessment and 360 Degree Feedback
- ✓ Individual development reports and feedback
- ✓ Agree primary coaching objectives and customised coaching plan
- ✓ Contracting



### Caching for Results Sessions

- ✓ Create support structures, strategies, and action plans
- ✓ Regular coaching check-in sessions and follow-up – at least every 2 to 3 weeks
- ✓ Coaching to facilitate insight
- ✓ Session goal setting and planning for follow-up to build new habits
- ✓ Commitment to action
- ✓ Results coaching aligned with goals and objectives
- ✓ Ensure accountability
- ✓ Best practice and recommendation is to have 6 to 12 sessions per goal



### Actions Required Between Sessions

- ✓ Reflection and introspection on strategy and outcomes
- ✓ Practicing new behaviours and new ways of doing things
- ✓ Actioning tasks as agreed in the previous coaching session
- ✓ Evaluate the results and effectiveness
- ✓ Keep record of actions, reflections and outcomes to track progress
- ✓ Keep relevant stakeholders updated on the progress if required



### Assessing Progress and Closure

- ✓ Continuous assessment of the coaching relationship to ensure that it is working for both parties
- ✓ Continuously assessing coaching sessions and reporting on progress
- ✓ Re-assess the coachee with a 360 Degree Feedback assessment to determine the benchmark at the end of the coaching journey to determine the shift in behaviour and ROI
- ✓ Closing session to celebrate the progress and plan a way forward
- ✓ Provide closing report

## PRINCIPLES OF EXECUTIVE COACHING

- ✓ **Structure** – Coaching is a structured process that ensures you stay on track and progress towards your desired outcomes
- ✓ **Self-directed learning** - Coaching is about you finding your own answers, rather than the coach giving advice or telling you what to do
- ✓ **Solution-focused** – During the coaching process, the focus is more on solutions than the problem itself
- ✓ **Positive feedback** – The sessions are geared towards celebrating your achievements, learning, strengths, and growth
- ✓ **Stretch** – The coach will be stretching and challenging you, so you get the most learning from the coaching

## FINDING THE RIGHT COACH

- ✓ **Qualification** – Ensure that your coach has the right qualification and accreditation to provide coaching. Psychologists in particular are trained to assist individuals to achieve transformative behavioural change, which is key to coaching
- ✓ **Experience** – Find a coach who have adequate life experience and who you can relate with
- ✓ **Integrity** – Ensure that measures are clear about how your personal information will be protected and confidentiality maintained
- ✓ **Clearly defined plan** – Coach helps you maintain your focus on your goals
- ✓ **Coach holds you accountable** – A good fit coach challenges you to act, keeps you on track to achieve your goals, and holds you accountable