

OUR APPROACH TO EXECUTIVE COACHING

Leadership Coaching Principles

- Coaches aim to build both individual and organisational capability.
- Coaches are committed to open and honest conversations and confronting issues constructively
- They establish clear expectations and outcomes with all key stakeholders
- Coaches encourage their customers to explore options by acting as sounding boards / thinking partners.
- They help their customers take ownership for their own performance and development.



COACHING PROCESS

Contracting

- CEO / Human Resources/ Senior Line Manager

- Determine goals and expectations of engagement
- Background / context / principles / process
- Set ground-rules and contingency plans
- Agree coaching process
- Finalise scope and develop coaching agreement

Assessment

- Individual
- Organisational
- Historic / current / future orientation

- Gather organisational data
- Create data gathering plan (eg surveys etc)
- Complete data gathering and survey process
- Analyse results and give initial feedback

Development

- Individual Development Plan
- Developmental and Motivational Feedback

- Create Individual Development Plan (IDP)
- Carry out ongoing face-to-face and remote coaching sessions
- Handle resistance as required

Closure

- Sustainability of change
- Process / relationship review
- Communication of results

- Measure results against IDP objectives
- Review coaching process and relationships
- Determine next steps
- Communicate outcomes to stakeholders

Investment Estimate

- 16 – 20 hours over first 3 months (2- 4 hours per month thereafter, if required)
- Mix of face-to-face and telephone based coaching sessions
- Half of investment on engagement approval, balance at end of three months.