

Executive Coaching

WHAT IS EXECUTIVE COACHING?

Coaching can be seen as supplementary to other learning and development interventions. It is highly individual in nature and designed to assist executives to embark on a journey of personal discovery - to identify and address personal purpose, empowerment and barriers to performance and development. By asking, listening and facilitating the change of frameworks, perceptions, perspectives and views, the coach helps individuals increase their sense of ownership and accountability to optimise behavioural patterns and actively increase capacity, capability and performance - within an overall sense of personal purpose.

Coaching enables executives to unlock the passion within and ultimately unleash their true potential.

WHO NEEDS TO HAVE AN EXECUTIVE COACH?

Current and potential high performers who want to optimise their talent and potential, by lifting their personal effectiveness.

HOW DOES IT WORK?

An initial meeting of one hour is scheduled, during which the rapport between coach and client is assessed. As coaching is based on a close interpersonal relationship and mutual trust, contracting is not viable unless both coach and client are satisfied that they will be able to work together. If this initial meeting proves to be successful, the coach is contracted for a six-month period. In this time the coach and client meets for four hours per month (2 sessions of 2 hours each). The coach is also available for one additional hour per month to assist the client telephonically.

Following the first session, an agenda is defined and contracted between the coach and the client. If required, this agenda may, with the permission of the client, be shared with the sponsor of the coaching. This agenda will form the basis for the contract, but the scope and content of the dialogue between coach and client will not be limited by this agreement.

The client will formally assess progress on the agenda, once at the end of month three, and again towards the end of the coaching contract. These assessments may, with the permission of the client, be shared with the sponsor for coaching. Should it be required, the coaching contract can be rolled over for an additional 6 months.

BENEFITS OF COACHING:

The benefits of coaching are numerous and include:

- Building strategic leadership capacity, capability and skills
- Higher levels of ownership and accountability
- Improved, sustainable performance
- More effective interpersonal interactions
- Greater levels of creativity and innovation
- Accelerated personal growth and development

Research shows the return on investment for coaching to be as high as R4.70 for every R1.00 spent.

CONFIDENTIALITY:

The relationship between the coach and the client is highly personal and success depends on mutual trust. No information or content of discussions will be shared with anyone outside the sessions, unless explicit agreement is obtained from the client.