



## Executive Coaching – what is it, and how can it help me?

### What is executive coaching?

Executive coaching enables chief executives and other senior staff to identify and develop the skills they need to be more effective in achieving their goals. These may include:-

- Leadership skills and vision
- Decision-making
- Improving relationships
- Developing creativity
- Dealing with stress

An executive coaching relationship is a partnership, focusing on the executive's individual needs and supporting them in:-

- Identifying goals
- Achieving them faster
- Making good decisions
- Improving key relationships
- Realising their potential

One-to-one performance coaching is increasingly being recognised as one of the most effective ways of improving business and organisational performance.

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### What does executive coaching involve?

The corporate coach 'stays with' and supports the executive to :-

- Create and implement a personal and organizational plan of action
- Maintain a healthy balance between personal and professional life.
- Develop the skills they need to move their organizations forward
- Keep themselves "forward focused" to take advantage of opportunities
- Bring out their personal best and hold their vision for the organization's future.

Having a skilled corporate coach as a "still point" and confidante to whom an executive can regularly turn, during times of transition, is key to enabling them to improve their performance and develop the business in a coherent manner.

Contact with the coach can be a mixture of face-to-face (on-site/off-site) meetings, either within or outside working hours, together with telephone and email communication. The balance will depend on preferences and experiences as the partnership develops.

### What skills and experience will my coach have?

In order to deliver improved personal and business performance, coaches offered through Threshold Consulting typically have the following skills:-

- A firm grounding in business knowledge and competencies
- Understanding of the executive's environment

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- Understanding of leadership and leadership development
- Knowledge of systems dynamics in organisations
- Knowledge of individual learning and development styles and preferences
- High standards of personal and professional ethics
- Advanced coaching skills and capabilities
- Track record of working in top level businesses, including multinationals, public and the sectors

### **What are the outcomes and benefits of executive coaching?**

•**sustained high-level performance** : Supports the acquisition and refining of skills, and knowledge for improved personal performance

•**improved business performance** : results from improved personal performance

•**sustained commitment to vision and purpose** : keeps the individual on track

•**accelerated personal and organisational change** : speeds up the development and change process

•**positive climate for change** : identifies personal pitfalls/obstacles to change, and strategies for overcoming them

•**balance, stability, and confidence** : provides support during periods of personal, career and organisational change

•**personal transitions** : helps executives see more clearly where they are, and what they want from their life and work, enabling them to align to their values

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