



Recently, I was asked if I was going to fire an employee who made a mistake that cost the company \$600,000. No, I replied, I just spent \$600,000 training him. Why would I want somebody to hire his experience? ”

- Thomas John Watson Sr., Former chairman and CEO of IBM

Executive Coaching

Are the members of the Executive team operating at their optimum level?

Is your company being held back by Executives who are operating under too much stress?

Will your Executives benefit from having a thinking partner when planning strategy, setting goals, or debriefing interactions, events and personal experiences?

Overview

If organisations are going to make lasting changes, the individuals in them must change first. Coaches work with Executives to find their inner anchors for their outer challenges.

Executive coaching is a highly individualised one-on-one confidential process designed to help clients achieve the results they desire. It targets leadership development and improved business results. It consists of a series of structured, one-on-one interactions between a coach and an executive aimed at enhancing the executive's performance.

Training and coaching leads to an increase of **88%** in productivity, versus **23%** from training alone
- www.salesprogress.com

Executive Coaching assists Executives to become more self-aware and thus have a more positive impact on themselves as well as the Business and those around them, have a sounding board when engaging in challenging activities, and grow their leadership abilities.

Business value gained through the solution

- Executives are able to operate at the right level and deliver results aligned to the strategy of the organisation.
- An improvement in leadership skill and competence results in well-rounded leaders who can deliver more sustainable results.

Solution features

- The coaching process starts with a contract setting conversation.
- Executive coaching is conducted in the form of a one on one conversation.
- It is held every fortnight and can be done via Skype or a telephone.
- The Coach, Executive and Executive's direct manager, participate in feedback sessions to enhance the learning during the coaching period.
- The coach serves as a facilitator, motivator and sounding board dealing with business goals, people interaction and self-management issues.

Process & Timeline

- A formal coaching relationship is typically set up for three months after which it can be renegotiated.
- Firstly, the Coach, Executive and Executive's direct manager meet to discuss which areas to focus on during the coaching period.
- The feedback sessions are geared around the direction set at the beginning of the process.
- Upon conclusion of above sessions commence.

Speak to a
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