

Executive Coaching and Mentoring

Purpose

Executive Coaching and Mentoring helps your people to develop and grow – it enhances leadership, communication, and people management skills. We offer a choice of high-calibre, accredited coaches who provide our clients with a safe space to reflect, explore challenges, and develop their capability and confidence.

Target Audience

Our coaching programs are customised to meet your individual needs. We cater for senior executives, experienced and emerging leaders, and high-potential managers.

Program Elements

Each program is flexible and customised to meet the needs of your organisation and the individual being coached. Programs range from one-off interventions that may involve two or three sessions, to more substantive development programs conducted over six to twelve months. Our broad approach to our Executive Coaching and Mentoring programs includes:



Initial chemistry meeting

We recognise that part of the success of any relationship depends on the chemistry between the parties. That is why we offer clients a free introductory meeting designed to get a feel for our coaches and ensure both parties feel comfortable working together.



Initial coaching session

The initial coaching session seeks to explore issues and goals for the program. These goals will inevitably evolve and be refined during the program, but initial goals give both the coach and participant clear direction and focus for what lies ahead.

Where appropriate, we hold a three-way meeting with the participant and their manager to ensure all parties are aligned around the goals, purpose of the program, and how we will measure success.



Subsequent sessions

Sessions are held every three or four weeks, depending on client preference. Each session runs for between 60-90 minutes. We begin by seeking to clarify exactly what we'd like to focus on during the session, and then go from there. We encourage our clients to reflect on each session and identify the specific actions they will be taking as a result of the coaching.



Progress reviews

We discuss with clients when they would like to review progress. Generally we review our programs with them every three months to ensure we are progressing as anticipated.



Supporting instruments

Where it makes sense, we draw on a variety of instruments to help people become more self-aware. These include the Hogan Leadership series and 360, the Leadership Circle, LSI, Kantor's Structural Dynamics instruments, the HBDI, the Conflict Dynamics Profile, the KAI, and others. We find that often, these tools provide assistance in identifying opportunities for growth and development.

Benefits

Executive Coaching and Mentoring delivers different benefits to different people, and above all we seek to respect, support and challenge our clients to help them improve their capability and confidence. Some of the many benefits from Executive Coaching and Mentoring include:

- ✓ Greater self-awareness and leadership flexibility
- ✓ Improved strategic planning and goal setting capability
- ✓ Improved ability to execute and deliver plans
- ✓ Enhanced prioritisation skills
- ✓ Improved time management skills
- ✓ Improved delegation skills
- ✓ Enhanced communication, influencing and conflict management skills

Do you need Executive Coaching and Mentoring to help your people to develop and grow? If so, please contact us via email: info@balancedcurve.com or call **0411 265 157**.

