



Executive *Spirit*

Executive Development for Organisational Success

Executive Coaching

Now, more than ever, Leaders are being asked to achieve more. Standards for leadership skills have increased significantly and often high performing Leaders set higher expectations for themselves all leading to new benchmarks in performance.

Executive Coaching is often the solution. It is a series of one-to-one learning conversations that facilitate performance and development. Coaching clients improve both their personal and organisational effectiveness through achievement and engagement, benefiting the individual and the organisation.

Executive Coaching programs are: customised to an individual's needs and goals, results orientated, evidence-based & solution focussed & accelerate professional development.

Executive Coaching Focus:

- Sharpening leadership effectiveness
- Developing a leadership brand.
- Creating followership in others
- Leadership conflict management.
- Influencing & managing the Board
- Strengthening self-leadership
- Developing high performing teams
- Strategic techniques for thriving under pressure.
- Develop political organisational savvy.
- Improve executive presence and influence

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I have met a lot of coaches and Executive Spirit is definitely in the top tier with both strong experience and excellent qualifications.

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Dan Johnson, Marketing Director,
Microsoft Australia and New Zealand

An Executive Coaching Program

This comprehensive program is designed to assist Executives meet specific Leadership challenges. Whether it is a newly promoted Leader looking to make a smooth transition, Leaders with stretch assignments or critical projects, Executives requiring a sounding board for decision making, High Potential Executives on the fast-track, strengthening a Leadership capability or simply embedding learnings from a Leadership Program. We have designed a results orientated Executive Coaching program tailored to your needs. Programs are typically six or twelve month in duration.

The Executive Coaching Process

Step One	Step Two	Step Three	Step Four	Step Five
The Brief: Needs Analysis	The Objectives: Coaching Objectives	The Sessions: Executive Coaching	The Review: Assessment & Sustainability	The Evaluation: Final Report & ROI
<ul style="list-style-type: none"> • A brief is taken on the organisational requirements for Coaching. • The Coach meets with the Coaching Client to determine their development needs and establish the coaching relationship. • A three-way meeting is conducted with Coaching Sponsor, Coach and Coaching Client to establish expectations. • Third-party interviews are held with peers & direct reports to capture deeper level insights. • Coaching Client completes a psychometric assessment, if necessary. 	<ul style="list-style-type: none"> • Coaching Contract agreed between Coach and Coaching Client. • Key Development Objectives & performance measures are developed by Coaching Client & the Coach. • Key Development Objectives & performance measures are signed-off by Coaching Sponsor. 	<ul style="list-style-type: none"> • Sessions held regularly (every 3-4 weeks) to ensure traction, and build the relationship between Coach and Coaching Client. • Focus on any 'quick wins' to create momentum. • Utilisation of adult learning principles including action-planning, implementation, feedback and review. • A mid-point review session with Coaching Sponsor, Coach & Coaching Client to review progress and agree on action plans. 	<ul style="list-style-type: none"> • Coaching Client completes a final psychometric assessment, if necessary, whereby the results are compared to the first assessment. • Progress is assessed against the Development Objectives in a Final Review Meeting with the Coaching Sponsor, Coach & Coaching Client. • New Individual, Team & Organisational Development Objectives are created designed to embed coaching learning and to continue focus on development. 	<ul style="list-style-type: none"> • Coaching Client is invited to participate in a Coaching Effectiveness Survey at the completion of the Coaching engagement. • Final report is generated by the Coaching Client and circulated to Coaching Sponsor & Coach. • On-going telephone support is provided to the Coaching Client by the Coach for a period of either 3 or 6 months.