

EXECUTIVE COACHING

What is Executive Coaching?

Executive Coaching is the cutting-edge approach to development for Leaders of the 21st Century.

Executive Coaching enables Leaders to explore and realize their full, unique potential, both as individuals and as key members of their organizations.

Executive Coaching is in demand by progressive organizations that want to support their leaders to:

- Clarify their vision and re-examine their goals.
- Develop new leadership skills and enhance “emotional intelligence” competencies.
- Learn to manage more effectively during rapid change.

Who Will Benefit from Executive Coaching?

Senior Leaders . . . who are committed to personal growth, self-awareness and fulfillment as a means to leadership effectiveness.

Leaders assuming higher levels of responsibility... who need to “hit the ground running” or are facing new challenges.

“High potential” Leaders targeted for key positions... who are developing for the organization's future and readying themselves for new assignments.

Previously successful Leaders...who are struggling with performance problems or trying to avoid career derailment.

Leaders who are dissatisfied with current job fit... who want to re-assess their key talents and utilize them for greater personal fulfillment.

Leaders making a transition to retirement ...who are redefining their roles and values in the light of a diminished leadership role.

What is the Nature of the Leader-Coach Relationship?

Executive Coaching is an alliance between an individual Leader and a highly trained, certified Coach. The goal of this relationship is to support the Leader in deepening learning, improving performance, and increasing fulfillment.

- The **focus** of the Leader-Coach relationship is ultimately determined by the Leader and is anchored in the Leader's compelling motivations.
- The **agenda** of the Leader-Coach relationship may include: the Leader's personal style, communication skills, emotional intelligence, decision-making, commitments and goals, relationships, work / life balance, new insights about personal or professional identity, and the identification of additional developmental opportunities.
- The **content** of the Leader-Coach relationship is confidential, creating a safe environment for Leaders to explore what really matters in their work and personal life.
- The **process** of the Leader-Coach relationship is customized to the Leader's work style and learning style.

Career
Directions

Career Management
and
Leadership Coaching

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What Are the Key Elements of the Executive Coaching Process?

The Coach collaborates with the Leader in structuring their relationship.

- An initial assessment session lasts approximately 2-3 hours.
- Subsequent appointments can be face-to-face or on the telephone.
- Weekly or bi-weekly sessions range from 30 minutes to 2 hours.
- The duration of coaching is designed according to the desired outcomes of the Leader and the organization, varying from 3 months to 6 months, to a year. Extensions can be negotiated.
- Progress is evaluated every 3 months.

The Coach assists the Leader in exploring and understanding a personal “bigger picture,” by:

- Identifying the Leader’s intentions, vision, and work/life purpose.
- Clarifying the Leader’s core values, and how these values are being honored in the Leader’s work and life.

The Coach supports the Leader in moving forward and taking action by:

- Opening up fresh, new perspectives.
- Clarifying decisions for key work / life choices.
- Setting appropriate goals and action plans.
- Challenging the Leader to maintain momentum and move toward what he / she really wants.

The Coach participates with the Leader in reporting to the organizational sponsor.

- The Coach and Leader decide who will update senior management on the progress of their relationship.
- Reports by the coach preserve the personal confidentiality of the Leader.
- The Coach requests corporate support if needed for further development of the Leader.

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