

# EXECUTIVE COACHING MANAGEMENT

## **Tailored coach selection, process management, quality assurance services**

Whilst the content and IP of the Institute of Human Excellence Executive Coaching Programme has been developed over many years, it is tailored to the needs of each individual client. Our executive coaching contracts typically run for a minimum of 3 months with sessions held weekly or fortnightly. They can be conducted face to face or by telephone. Programmes can focus on achieving specific outcomes, developing new skills or addressing at specific issues and challenges that arise on a day to day basis.

### **Outcome for Executives**

- Development of new behaviours, new possibilities by thinking differently
- Enhancement of unique gifts and strengths to accelerate career development
- Clarification of their life priorities and achieve work-life balance
- Greater effectiveness in improving performance of self and others
- Alignment, fulfilment, meaning and purpose at work and in life
- Development of higher emotional intelligence and more effective communication

### **Benefits to your organisation**

- Improved individual and team performance, motivation and morale
- Better relationships inter-staff, and between executives and their teams
- Retaining talented executives and demonstrating investment in human capital
- Developing innovative ways of solving problems to achieve strategic goals

### **Executive Coaching Project Management**

IHE provides a service that assists organisations in implementing, resourcing and managing individual, customised executive coaching programmes to fit the need for executive development. We are able to advise you on introducing executive coaching into your organisation through a process of consultation, internal education, workshops, supervision and discussions. By working in partnership with you, IHE will assist you to create ways to measure, track and monitor executive coaching programmes. Feedback is essential in order to ensure that the organisational goals as well as the goals of the executive are met. Think of IHE as your outsourced complete executive coaching service!

### **IHE Executive Coaches**

IHE is able to provide you with a pool of executive coaches. Our coaches all have a minimum of four years senior executive experience and two years executive coaching experience. All our coaches have received training from our partner and chairman, Sir John Whitmore, the author of a best selling coaching book, Coaching for Performance, and recently voted Britain's no 1 business coach. Each coach has their unique gifts, strengths and specialities and executives are matched for the most appropriate fit. We use a profiling system for our coaches that makes selection easy. Their profiles are available on request.