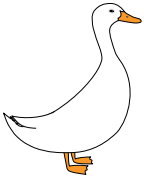


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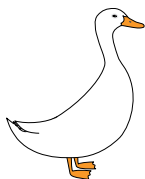


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Do you or your managers:

- Require some extra support following a change in role?
- Need more time and space for reflection to improve performance?
- Need assistance in working in a political environment?
- Feel at a career crossroads and need impartial advice?

Have you thought about Executive Coaching?



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Executive coaching in brief

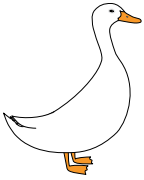
Executive coaching involves a series of one-to-one meetings between a senior individual and an appropriately qualified coach. Typically that coach will be outside the organisation and employed on a contract basis. This ensures complete confidentiality and gives the executive access to an external perspective.

Executive coaching is now widespread in the UK and can provide very effective development for busy senior people who would have difficulty attending courses and who would not be able to talk openly in the presence of others about their specific issues. It is very time-efficient and is completely responsive to the development needs of the individual being coached.

A typical coaching programme

Coaching sessions typically last for one-and-a-half hours. They usually take the form of a series of structured reflections, with the coach using skills in listening and questioning to help the executive think about issues in a more productive way than might be possible on his or her own.

The number of coaching meetings will vary according to the issues being discussed but a typical programme would run for five sessions.



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When is coaching appropriate?

Often an organisation will provide a programme of coaching for an executive whose role has changed or who is particularly critical to the organisation's success at that time. Equally, an executive may have identified a skill or quality that would be of benefit and wants to develop this skill further. Sometimes they may realise that they have developed a pattern of responding which prevents them from achieving their full potential in a role. There may be particular relationships which are not as effective as they need to be for the organisation to function well. Or, it may be that an executive has become disenchanted with their role or exhausted by it. Effective organisations know that they need to provide appropriate support at such times.

An experienced coach

Janet Rutherford is an experienced coach with a wealth of senior management experience at national and local level. She has a track record of developing and supporting dynamic teams. She holds an MBA and a Certificate in Coaching from Henley Management College. She is a full member of the Association for Coaching.

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