

## EXECUTIVE COACHING

Executive Coaching is primarily concerned with the development of the executive in the context of organisational needs. Coaching can be defined either by the desired outcome e.g. career coaching or by the means e.g. presentation and communications skills coaching. A Business Solutions Executive Coaching Programme is likely to involve a mix of outcome based and practice based sessions involving some of the types of coaching described below.

**Personal / Life Coaching** - to gain awareness and clarify your personal goals and priorities, better understand your thoughts, feeling, and options and take appropriate actions to change your life, accomplish your goals and feel more fulfilled.

**Career Coaching**, to identify what you want and need from your career, then make decisions and take needed actions to accomplish your career objectives in balance with the other parts of your life.

**Performance Coaching**, to better understand the requirements of your job, the competencies needed to fulfil these requirements, any gaps in your current performance, and opportunities to improve performance.

**Presentation/Communication Skills Coaching**, to gain self-awareness about how others perceive you and why. Using video recordings and feedback you are encouraged to change the way you communicate and influence others

**Targeted Behavioural Coaching**, to change specific behaviours or habits or learn new, more effective ways to work and interact with others

**Succession Coaching**, to decide on the legacy you want to leave behind and counselling on transitioning out of the leadership role. The succession coach helps assess potential candidates for Senior Management positions and prepares them for promotion to more senior roles

### **How it works:**

**One intensive all-day session** (or 2 half-days depending on your needs) to determining values, goals and outline a long-term career plan and a focused short-term action plan for the next year. Psychometric tests may be used in this process to aid self-assessment, as appropriate.

**Self-assessment** and input on interpersonal, presentation and interviewee skills through the use of video and CCTV with feedback from an experienced coach, including input on NLP/body language.

**At least six individual one-to-one sessions**, lasting at least two hours, at our offices in Weybridge over the 6-month period with an experienced coach to set objectives and review these and a targeted action plan for the immediate future.

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