

What does executive coaching involve?

Executive coaching can take place with individuals or groups. After the initial personal meetings it can be supported by telephone or e-mail contact.

At the core of an executive coaching alliance lies a relationship of trust and honest, useful feedback between the coach and coachee. Coaches provide executives with feedback they would normally never get from their colleagues.

Executive coaching follows certain stages which are listed and explained below:

Introductory stage (usually takes a week)

During this phase we meet with the client to identify the performance issues, create outcomes, clarify expectations and get commitments.

Interim stage (it takes 2-4 weeks)

During this phase we gather information about the client's performance issues; we will review any existing performance data, carry out interviews and ask the client to complete questionnaires. We will provide feedback and help the client create a professional development plan.

Coaching stage (typically it can take a few months)

During this phase the actual coaching process begins.

Final stage (1-2 weeks)

During the final stage we report on the client's progress, evaluate the coaching assignment and help the client build support structures to maintain new behaviours and relationships.