



A typical coaching assignment

Executive coaching services:

- **Areas of Expertise:**

- CLIENT: I typically work with senior and aspiring leaders leveraging my experience as a senior leader myself and as a mentor to compliment the formal focus – the coaching process and approach.
- INDUSTRIES: I have worked in many industries as coach, advisor and operationally in my own right, including; IT and IT services, Pharma, FMCG, Manufacturing and Financial Services.
- FUNCTIONS: Sales, marketing, operational leadership, research, typically at chief operations, director or aspiring director level.

- **Coaching Methodology/Assessments Utilized**

- I am an 8 year ICF qualified professional and practicing Coach and therefore leverage the ICF philosophy and the coaching competencies.
- I am also a qualified TA practitioner having undertaken and completed the One-Year Foundation Course.
- I typically use a goals oriented method with a focus on agreed outcomes and impact; agreed upfront and reviewed at the “halfway” mark and again at the end. I’ve enclosed a blank copy of the goals pro-forma I use for information.
- I typically undertake either formally or informally some level of 360 deg input/survey and am a practitioner of the Thompson-Dunn, Decision Profile© system for leadership and decision-making analysis.
- In summary here is a typical structure....
 - As a broad framework I typically suggest a 6 month programme consisting of 6 formal sessions of between 2.5 and 3 hours at intervals of between 4 and 6 weeks which the coach and coachee agree together.
 - Approach: we would focus on an agreed set of Coaching Goals (which we’ll set and frame during our 1st formal session).
 - Set milestones: what needs to be achieved and by when
 - Notes: each coaching session is followed by a brief summary report by way of aide memoir and to monitor progress for the use of the coachee.
 - Reviews: I would anticipate agreeing the goals with the coachee and any agreed sponsor at the outset, and, review progress at the midpoint and at the end of the engagement at which time a review and recommendations will be produced.

- **Fee Structure - to be discussed.**

