



Outcomes of Executive Coaching – success in:

- ▲ Leadership – Mindset and Attitude
- ▲ Management Skill Mastery
- ▲ Dismissal & derailment avoidance
- ▲ 360 Integration
- ▲ Internal or external deployment
- ▲ Politics, power and influence
- ▲ Start up leaders
- ▲ New appointments e.g. CFO to President
- ▲ Leadership
- ▲ Leadership team participation
- ▲ Leading, managing, developing and retaining talent
- ▲ From technical or functional to leadership excellence
- ▲ Square pegs in round holes
- ▲ Applying a consistent people emphasis
- ▲ Professional presentations and public speaking
- ▲ Communication style
- ▲ Emotional intelligence
- ▲ Interpersonal relationships and communication
- ▲ Personal effectiveness
- ▲ Becoming more proactive regarding customs, external trends and projections
- ▲ Change agent competencies
- ▲ Organizational restructuring

Contact us:

1 (416) 214-2255
1-866-807-8305
improve@thefulcrumgroup.ca

Individual Executive Coaching

for Senior Managers & Executives

Executive coaching offers an opportunity to both the organization and the senior manager / executive to define and address specific development needs confidentially and in a way that can help accomplish and sustain change. It can involve “behind the scenes coaching”, “live action coaching”, in combination with appropriate selected learning interventions.

Provide individual development and a sounding board to your managers and executives that leverages their effectiveness and their ability to realize goals and achieve successful results.

Increase power in your key areas of accountability:

- ▲ Communicating the territory – purpose, vision, and goals of the organization to key constituencies while engaging others in opportunities and challenges
- ▲ Building relationships and facilitating interactions that results in outstanding team performance
- ▲ Producing results and outcomes – from the direct efforts of others as well as from your own efforts

Benefits – where coaching adds value

Executive coaching addresses development needs, either by way of intervention when there is a problem or crisis or as part of the general executive development process. It is effective in helping close gaps in performance, leadership, emotional intelligence, fit, tolerance, relationship, communication, change management, innovation and results.

Coaching must go deep enough to yield substantial results in terms of individual learning that expands thinking and behaviour. Effective coaching, through the application of governing values and coaching fundamentals will support a more productive and fulfilled individual.

Program Specifications

- ▲ Audience – Senior Managers and Executives
- ▲ Length – varies depending on individual needs
- ▲ Format / Process – meetings and process checks
- ▲ Material – past and new diagnostics, past performance reviews, coaching process documents
- ▲ Delivery – Fulcrum Group Executive Coach
- ▲ Class Size – one on one and group

Steps

Step 1

Planning

- a) Meet with the client and the person to whom to client report to clarify mutual expectations
- b) Describe how we work
- c) Review Fulcrum coaching documents
- d) Review, CV, past assessments, performance reviews, letters, documentation leading to the engagement
- e) Establish desired goals
- f) Make agreements between client and coach to ensure optimal success

Step 2

Awakening

- a) Client receives feedback from others
- b) Use tested, proven assessment instrument designed to give the client insight into their own patterns
- c) Coach continuously asks questions and give feedback
- d) Client realizes the impact they have had on others, both positive and negative
- e) Go deep into patterns, how they are formed and how to change them
- f) Teach the key principles of success in human systems
- g) Give assignments/readings appropriate to client's learning needs

Step 3

Accountability

- a) Client takes ownership of their actions, reactions and results
- b) Client enrolls others in supporting them in their development

Step 4

Transformation

- a) Continuously practice new behaviours through review, learning and change
- b) Develop a personal contract designed to shape new approaches and behaviours
- c) Contract with others – stating new behaviours and how they will specifically show up
- d) Gain commitment to future behaviour
- e) Solicit feedback from others

Step 5

Integration

- a) Process begins to slow down
- b) Completion with person client reports to
- c) Plan to keep it alive
- d) Identify longer term goals – envision next phase
- e) Annual assessment feedback through instruments and manager

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