



THE WHOLE WORKS

Executive Coaching

What is Executive Coaching?

There are probably as many definitions of an Executive Coach as there are coaches. Our approach to Executive coaching at The Whole Works can be defined as:

“The facilitation of the personal and business development of an organisational leader, working on a one-to-one basis with a coach who is an experienced senior business leader”

Why Coaching?

Our experience shows us that, depending on a leader’s stage of development, there are a number of reasons why an Executive might select a coach, a primary reason being the development or refinement of leadership skills and capabilities. Another could be to enhance career development and to identify and change limiting beliefs and behaviours that can inhibit the pursuit of excellence in performance, or to support leadership transition when moving roles or joining a new organisation. This form of support can be crucial in the early days in post, as research and experience show that the first 90 – 100 days is critical in ensuring successful transition to the new role.

The Whole Works Approach

At The Whole Works, we support business and organisational leaders in their development, assisting them in developing their skills and behaviours to perform at an optimum level. We challenge their thinking and encourage them to explore options and choice that will enhance the quality of their decision making.

We also recognise that “one size does not fit all” and that differing executives have different needs. We will therefore work closely with the individual to create and tailor a programme that would best fit their needs. This may be a number of fixed sessions over a defined period of time, or it may be that a one or half day session is more appropriate with further sessions planned, as deemed necessary by the client. We are happy to work with the Executive to develop a programme that works for them.

The key to a successful coaching engagement is, firstly, that the executive feels confident that the coach will challenge them appropriately, will understand his or her personal outcomes, will help to define what success would look like and how it could be measured and will facilitate the creation of a plan of action to achieve the outcome.

All of our Principle Consultants at The Whole Works are certified coaches and we are supported by a number of highly experienced and professional associates, all of whom have worked in senior leadership roles in organisations. **Coaching for Business People by Business People**

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