

TURN YOUR PEOPLE INTO COMMERCIAL DYNAMOS

Whether you need to supercharge 1 Executive or 100, our Executive Business Coaching offers an unashamedly pragmatic, psycho-babble free focus on achieving rapid results, for which we measure the return on investment against agreed metrics.

"The coaching was instrumental in preparing me to lead the buyout for the business."

MD, Drake & Morgan

"It was powerfully motivational, intellectually engaging, illuminating and, at times, revelatory, but it certainly wasn't easy. My Coach didn't shy away from challenging conversations."

Partner, Aon Hewitt

DO YOU WANT TO:

- Develop senior successors
- Drive team productivity
- Improve Leadership style
- Achieve higher sales
- Develop strategic thinking

.....or all of the above?

If you want to leverage your senior management talent to deliver your organisational goals quickly, and take the business with you -

SPEAK TO NOTION TODAY!



DO YOU BELIEVE YOU COULD GET MORE OUT OF YOUR PEOPLE?

Rarely do even motivated senior managers deliver 100% of their performance potential all of the time. To compound this, the work they do is often not properly aligned to the overall goals of the organisation. How would it be then if each member of the senior management team were able to realise more of their potential and contribute at a higher level to your organisation's success?

Our powerful coaching programmes are all designed to ensure a sustainable change in performance. We deliver large scale 1-to-1 Executive programmes that can deliver a measurable change wave across your organisation within 3 months of the programme launch, and dramatic results within only 6 months.

Case Studies

Large Property Company – Board Promotion

A talented but demotivated senior manager was identified as performing below her potential.

1-to-1 coaching identified critical factors for the performance dip. Clarity was created around the individual's goals and communication was established with the Main Board. We also worked on confidence building, self-esteem, man management, and presentation skills.

Within 6 months of the coaching programme our client was promoted to the Board and within 12 months achieved a second promotion to Managing Director of Asia.

High Street Bank - Team Performance Turnaround

Working with a low performing team of senior managers within the business development sector of the bank, coaching helped the team identify their performance issues and to create a strategy for development and performance improvement.

A number of weaknesses were identified within the team structure and individual roles were clarified. The team's goals and objectives were also redefined so that they were congruent with the overall mission of the Bank.

As a result the team's performance improved and they became the top performers within the Region.

City Centre Council – Change Wave Created

Following a poor Audit Commission report, we worked directly with over 70 senior managers from a major authority to transform their performance.

In 6-months we delivered over 210 coaching sessions and within a very short period a positive 'change wave' was identified within the organisation.

The managers increased productivity, became more proactive, improved their team working, handled problems better, increased their confidence and were more upbeat. A number of high profile promotions were achieved and in the follow up audit commission review the directorate was awarded a '2 star and improving rating', putting them into the top 3 authorities in the country. The coaching was credited as having a direct impact on the inspection success and mentioned twice by the Audit Commission.



HOW DOES OUR EXECUTIVE COACHING DIFFER FROM OTHER COMPANIES AND OTHER INDEPENDENT COACHES?

It's not just that we deliver excellent coaching that transforms your executive's performance; we take that as table stakes for any Executive coaching firm worth their salt. What makes us different is that we constantly strive to ensure that any interaction also benefits the organisation too. Our primary focus is organisational growth, or helping an organisation to achieve significant performance improvements, and therefore we design programmes that align the executive's individual goals with the organisation's commercial goals.

IT'S NOT JUST PERSONAL IT'S BUSINESS

We take a hard pragmatic view that coaching needs to deliver to the business as well as to the individual, so all our coaches, as well as being highly qualified and very experienced coaches, are also senior business mentors who have worked as MD's, at Board Level or in very senior roles in organisations of different sizes from global companies to family run businesses. We have a direct style that delivers fast results...although not at the expense of a fun and exciting journey!

The greatest benefits of this approach become most apparent during large scale programmes, when we are able to generate a change wave across an organisation within a very short time frame. However it is equally effective for an individual Executive or Senior Manager whose performance improvements can quickly impact the bottom line of their department or division.

Our Executive Business Coaching is particularly focused on delivering a great return on investment making our programmes sound commercial sense for your organisation. Our executive coaching should never be considered an indulgence and we will always work with you to design the most effective programme within your budget.

1-TO-1 SENIOR EXECUTIVE COACHING

This service is the cornerstone of our business. Our 1-to-1 Executive Coaching is delivered to the same exceptionally high standards whether we are working with 1 individual from your organisation or 100... the only real differences are some of our back office processes!

Whilst the initial catalyst for the executive coaching relationship will vary in each case, typically they may include:

- Delivering better commercial results
- Maximising the contribution from high potential employees
- Preparing candidates for a promotion
- New Director coaching
- Creating Legendary Leaders
- Sales growth
- Surviving and thriving beyond downsizing
- Making a Positive Impact in a new role
- Moving from operational to strategic management
- Establishing leadership for a new team
- Motivating and leveraging the work force
- Managing and adapting to change
- Bringing about a behavioural change (including elimination of bullying behaviours strategies)
- Performance turnarounds

In order to join our team, each of our Coaches has had to undergo the most rigorous selection procedures in our sector. Talk to us about how outsourcing your coaching pool could give you a 'knitted- up' perspective.

Nothing beats hearing from the clients themselves. We have over 80 client testimonials and case studies on our website.

Please visit BusinessCoaching.co.uk/testimonials



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