



Unlock personal growth through Coaching

Did you know that the top three reasons why people engage an executive coach are:

1. Developing high potentials or facilitating a career transition
2. Acting as a sounding board
3. Addressing derailing behaviour

So what are the ingredients of a successful coaching relationship?

Well according to our experience, it's a combination of the coachee having a high motivation to change, good chemistry with their coach, a high level of trust expressed through both vulnerability and courage and a structured approach to the coaching that draws on the roles of mentor, consultant, educator and facilitator.

We've found that it is important to build inclusive and respectful relationships with our coaching clients that ensure that we ask the hard questions, tackle the difficult issues at work and at home, unlock the benefits of individual strengths and focus on driving positive behavioural changes that improve individual and organisational performance.

We use a combination of theoretical models and practical experience, regularly sharing best practice research, Ted Talks, readings and insights to help unlock those personal "lightbulb" moments for our clients.

Our work can also be focussed on helping our coaches master behaviours and traits to help them become better coaches to their own teams to help build trust and inclusion and in turn unlock growth, inclusion, collaboration and performance.

In our opinion, coaching has never been more important in the volatile, uncertain, complex and ambiguous (VUCA) world that we are currently operating in as it helps build resilience, empathy and adaptability in leaders navigating the ongoing uncertainty and change triggered from the global pandemic.

Coaching is a cost-effective and time effective method to build leadership capability at scale, with coaching programs able to be delivered virtually, globally, regionally and across different cultural settings.

Areas where we see coaching have an immediate impact on leaders include;

- Increasing their self-awareness and awareness of others
 - Understanding and developing their unique strengths so they leverage these strengths more consistently and consciously
 - Improving their communication skills to provide clarity and direction
 - Enhancing their influencing and persuasion skills
 - Improving decision making and team performance
 - Building resilience and empathy
 - Improving inclusion and collaboration
 - Improving organisational skills and time-management
 - Increasing readiness for career or role transitions
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