



IMAGE SOURCE: GETTY IMAGES.

The Value of Executive Coaching

By Coach Jane

Executive Career Transformation Coaching Programs

In today's, rapidly changing and highly competitive business world, "no man (or woman) can be an island". Poet John Donne understood the importance of not isolating oneself from others who can help in order for one to not just survive but thrive; and he wrote this back in the 17th Century. So, while the world continues to spin rapidly forward with technology driving change, one thing hasn't changed and that is as humankind the only way to truly thrive in today's world is to ask and get help from others who are experts in an area, you are not. A valuable and effective executive coach is an expert who specializes in helping executives achieve maximum potential in their lives and careers. Careful consideration should be given in the selection of your executive coach because this is a personal and trusted relationship that requires honesty, engagement and a genuine desire to become the "best possible version of one-self." This can only take place when the "chemistry" between the coach and coachee exists and the executive coach has a proven track record of providing measurable results in goal achievement.

Coach Jane has over a decade of measurably helping her clients achieve specific goals for their life, leadership and executive level positions. Her evidence-based coaching methodology begins with a clear understanding of your unique strengths; personality; emotional intelligence and spiritual gifts and when combined together this information opens your eyes to your "authentic" self within you. This is critical to learn first because from this knowledge you will have greater self-awareness of where you are today, where you need and want to be in the future and together this builds the measurable

plan to close the gaps and achieve your short and long-term goals for life, leadership and a successful executive position.

This information is also critical to learn first when you are in career transition in order to open your eyes to your “authentic” self. With this newfound self-awareness together, we build your personal brand, develop your value proposition and build your collateral necessary to take yourself to market effectively to differentiate, compete and win.

Career Progression Is Easier with An Expert On Your Side

Coaching has evolved into the mainstream fast, this is because there is a great demand in the workplace for immediate results and the ability to adapt quickly, change or shift gears midstream, and be resilient during times of rapid and constant change. Coaching can help provide that. How? By providing feedback and guidance in real time and often times before events take place providing the coaching around preparation, delivery and awareness of any obstacles that may lie ahead. Executive coaching should always develop leaders in the context of their current jobs, in real-time, without removing them from their day-to-day responsibilities.

Taking your career to the next level can be daunting to say the least and the more successful you have become in your career the more challenging it can be to set the bar higher. Whether you are setting that bar, or it is being set for you.

At an even more basic level, many executives simply benefit from receiving any feedback at all. I always remind my clients that *“the air gets thinner at the top”*. I remember speaking with another executive coach and we both agreed that as individuals advance to the executive levels, personal and professional development feedback becomes increasingly important, yet it becomes more and more infrequent, and more unreliable. As a result, many executives plateau in critical interpersonal and leadership skills necessary to become strong leaders in today’s highly competitive and rapidly changing world. ***“Having an executive coach assigned to you is no longer just for behavioral change, no longer to ‘fix a problem’, and no longer a luxury to have, it is a necessity in order to succeed and achieve your highest levels of leadership in the fastest amount of time. And it doesn’t stop there, your executive coach becomes instrumental in helping you refine and hone your strengths as you grow in your position and as you positively navigate through what business demands of you. Your executive coach becomes your trusted advisor that you so desperately need in real-time, the higher up the executive ladder you climb and achieve.”***

Coaching in “real time” is key to an executive’s success. “Addressing critical situations, encounters, challenges, obstacles, threats and opportunities with your trusted executive coach in real time can make the difference between career growth or career loss”.

“A Career is a Marathon with a Series of Sprints—Your Executive Coach Helps and Guides You Along the Way to Build Your Endurance and Resilience to Win!”

Coaching is most effective when you know “I want to get from here to over there but are not sure how to do it and all attempts on your own just aren’t getting you there.” “When you find yourself doing the same things over and over again and expecting a different outcome—well, we know what that is—insanity.”

"Coaching works best when you know what you want to achieve and are committed to making it happen." Perhaps you find yourself feeling like you are not operating at your best, you’ve lost your mojo, lost your “swag”. A dedicated, experienced and passionate coach knows how to help you find and **“reignite your passion and get your ‘swag’ back”**! Coach Jane has built a strong reputation of helping her client’s “re-ignite their swag”.

Perhaps, in spite of your outstanding track record, you haven't yet gained the full interpersonal dexterity required of senior management—for example, you're not yet a black belt in the art of influence, which is so important in the modern networked organization. Honing such a skill might be an appropriate and an achievable goal for a coaching assignment.

There are certain times when executives are most likely to benefit from coaching. Executives should seek coaching "when they feel that a change in behavior—either for themselves or their team members—can make a significant difference in the long-term success of the organization," says Marshall Goldsmith, a high-profile executive coach and author of eighteen books, including *The Leader of the Future* (Jossey-Bass, 1996).

More specifically, the experts say, coaching can be particularly effective in times of change for an executive. That includes starting in a new organization, promotions, stretch assignments, and other new challenges. While you may be confident in your abilities to take on new companies, jobs, tasks, you may feel that an independent sounding board would be beneficial in helping you achieve a new level of performance, especially if close confidants are now reporting to you. More so, you may recognize that succeeding in a new role requires skills that you have not yet honed or needed to rely on in the past; an experienced coach can help you identify and sharpen those skills, particularly when you need to do so on the fly.

But coaching is not just for tackling new assignments. It can also play an invigorating role. Coaches can help executives "develop new ways to attack old problems," says Vicky Gordon, CEO of the Gordon Group coaching practice in Chicago. "When efforts to change yourself, your team, or your company have failed—you are frustrated or burned out—a coach can be the outside expert to help you get to the root cause, identify what is broken and make the fundamental changes needed to overcome what is not working.

Often, *you cannot see the treetops from where you are in the forest* and your coach can help you with a fresh, global outside perspective.”

Coaching Can Provide Benefits Not Available Elsewhere

"One of the big benefits of a coach is that they aren't tied to the organization, your friends, or anyone else," says Washington, D.C.-based executive coach Linda Finkle. "They are tied to you only, so they support what you want and where you want to go.

Your relationship with your executive coach needs to have the right “chemistry” because it is a trusted relationship and you need to feel comfortable sharing everything and anything you are feeling.

Coach Jane Executive Coaching Services

Executive Career Transition and Transformation

If you are in career transition, I help you establish your personal brand, develop your executive career strategy and increase your visibility to the world with emphasis and focus on exposure and brand awareness to your targeted prospective companies and people to ensure you are on the best path to achieve your short and long-term goals. *What gets measured, gets focused on, gets achieved!*

Additional Services to Help You Achieve Your Career Goals when in Transition

- Executive Resume/CV Writing
- Personal & Professional Brand Creation & Career Marketing Coaching
- Online Brand Awareness & Social Media Plans
- LinkedIn Profile Design & Content & Optimization
- Networking Strategy & Networking Coaching
- Job Search, Interview, & Salary Negotiation Coaching
- Executive Cover Letter Writing
- Executive Professional Bio Writing
- Developing Your First 100 days Prior to Hire

Your First 100 Days Onboard

As your executive career transformation coach, I help you identify, understand, and elevate your authentic self-using an evidence-based and measurable executive life/leadership/career transformation coaching methodology.

If you are about to start your first 100 days onboard, I help you establish a strong leadership presence and quickly build rapport and trust with all stakeholders and people you will be working with and also who you need to have your back and support your leadership direction. As part of this your 90-day plan for the business is discussed, planned and implemented.

Coach Jane—Jane Ryan & Associates, LLC
Value of Executive Career Coaching by Coach Jane 2019

From day one we begin to build a relationship matrix alongside of the organizational matrix that includes personalities and communication styles so that we can quickly assess and learn how to navigate any blind spots, land mines, or simply build synergies more easily from time of introductions.

As your executive coach, I become your 'invisible weapon' and can provide you additional career/leadership presence support i.e., Executive Speech Writing, Talking Points and Presentation Coaching, Building a measurably successful "*First 100 Days Onboard*" Coaching Program.

Sources

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What an executive coach can do for you (June 13, 2005). Harvard Management Update.