

Leadership Coaching

making the difference
where it matters

Leadership coaching

Coaching is proven to have a positive impact on business and leadership performance. The motivation, approach, behavior, and attitude of leaders tend to create a domino effect that can affect the entire organization. Coaching can improve personal effectiveness and increase confidence.

At OQ Consulting, we think about coaching as a development tool with a forward-looking focus on growth. As a consequence, our approach centers on enhancing leadership competencies and effectiveness through increased emotional intelligence and learning agility.

Coaching is a confidential one-to-one relationship between the coachee and the coach, with the objective to produce positive changes and improvement in behavior, attitude and competence to benefit performance and agility. It consists of a series of meetings that are meant to be thought-provoking, sometimes even uncomfortable, but aimed at inspiring the coachee to take risk and maximize their potential. In the coaching sessions, we create a safe environment to allow the coachee to share experiences and feelings and to help gain fresh perspectives on personal challenges and opportunities. The focus is to enhance flexibility, thinking, communication and decision-making skills, and help manage business and personal complexities and challenges in order to maximize potential and growth.

Approach

Coaching is a one-on-one engagement. Our coaching program is personalized and tailored around the needs and dynamics of each organization and the coachee. The sessions are conducted face-to-face: either in person or via video conference.

The coaching process starts with a half-hour introduction meeting to build rapport, explain the process and set clear expectations. This is followed by eight one-hour meetings. A critical component of the program is participation in an assessment by the coachee.

Coaching helps the coachee discover their own path toward optimal performance by facilitating individual behavioral change and competence enrichment, but within the context of the organization.

Confidentiality

Confidentiality and trust are key components of coaching. Therefore, the sessions are confidential, non-judgmental, unbiased, and focused on the coachee. OQ Consulting will not divulge any information or any conversation to the organization or any other individual without the agreement of the coachee.

Benefits

Great organizations realize the value of coaching for the development, retention and growth of their leaders. They will benefit from improved interpersonal and communication skills, individual initiative, creative thinking, learning agility and performance confidence.

Critical success factors

In order to derive the most value from the coaching engagement, the following 3 factors are paramount:

- i. The right match: the right chemistry or personal dynamic between the coach and the coachee is essential in order to have meaningful and challenging conversations based on trust.
- ii. Personal commitment of the coachee and a willingness to learn and evolve. The coachee has to be actively engaged in the process and have a positive attitude towards change and self-awareness. This requires dedication, punctuality, preparation, and the willingness to take risk.

- iii. Strong commitment from the organization. The organization must be committed to the development of and the investment in the coachee. Involvement of the organization by means of providing support, input and feedback is important. Consideration for confidentiality is essential.

About OQ Consulting

At OQ Consulting, we are known for our global expertise in business and organizational effectiveness. We help leaders optimize themselves, their organizations and their talent base; to operate more efficiently and to realize personal and business objectives.

Our key differentiator is our hands-on, real-life corporate and business experience. This sets us apart in that we truly understand the environment in which leaders and organizations operate, which makes our leadership programs relevant and real.

OQ Consulting provides services globally.

For more information, please contact info@OQ-Consulting.com