

## Executive Programme

Executives face unique and complex challenges, and confidential, results based coaching is now an integral part of any serious leadership development programme.

As individuals advance to the executive level it is increasingly difficult to identify sources of open and constructive feedback. Professional coaching provides an independent sounding board that is not guided by internal agendas - many executives simply can't find this type of conversation

partner elsewhere in their organisation or within their personal network.

Executive Coaching helps key individuals in an organisation thrive despite the realities and pressures of their position.

The Executive Programme provides a challenging and confidential environment where the executive can explore issues in depth leading to new insights and breakthrough thinking.



### WHY IS IT EFFECTIVE?

The power of executive coaching stems from the unique, tailored alliance between the executive and coach - focussed on executing on the executive's agenda in a non directive way. The coach challenges thinking, stimulates creativity, and fosters a working partnership based on trust; the executive experiences a non-judgmental and confidential environment where they can build on strengths and work around perceived weaknesses, test new personal strategies and develop their inner game.

The three stakeholders in the coaching programme - the organisation, the executive and the coach - must be committed to creating change and achieving specific results. Coaching objectives are agreed at an early stage and achievement is reviewed consistently throughout the programme.

Executive Coaching will:

- Challenge thinking
- Stimulate creativity
- Address short term goals
- Reinvigorate and sustain energy
- Provide objective feedback
- Initiate strategic thinking

### PROGRAMME PRICING

<b>Premier</b>	An initial 90 minutes face to face session, followed by four 30 minutes telephone sessions to create an immediate impact and build momentum.	<b>£515</b>
<b>Premier Plus</b>	A sustained programme of change starting with a 90 minute face to face session, then six telephone sessions over a 4 to 6 month period (two 60 minute sessions and four 30 minutes).	<b>£740</b>
<b>Elite</b>	A comprehensive coaching programme with an initial 2 hour face to face session, supported by two further 1 hour sessions face to face and six 30 minute telephone sessions over a 9 month period.	<b>£1060</b>

Pricing includes a 30 minute introductory call to agree scope and objectives, all coaching sessions, standard materials and ad-hoc email support. Travel and materials purchased specifically for the client are charged at cost.

### MEET OUR COACHES



Justin McCarthy is an experienced coach with a background in learning & development. After a successful career with the prestigious Mars, Inc., Justin held a number of roles at a large US software company, including head of European Training. Justin specialises in career development and training.



Kate Devos specialises in coaching Executives and Sales Professionals. Her clients benefit from her direct approach and make huge strides in their performance and progression. Kate has worked for many years in sales and business development, managing large and complex global accounts.