

## COACHING SKILLS FOR EXECUTIVES

A photograph of two women sitting at a table in a bright, modern office setting. The woman on the left, Reyna Matthes, is smiling and looking towards the woman on the right, Leonie Rothwell. They appear to be in a coaching or advisory session. A laptop and glasses are on the table in front of them. The background shows large windows with blinds and some indoor plants.

POSITION  
YOUR PEOPLE  
FOR SUCCESS

Executive Central Director, Reyna Matthes and Director, Client Advisory, Leonie Rothwell.

**WHO WE ARE**

**Executive Central is a team of senior executive coaches who partner with organisations to help them build exceptional, successful businesses where people are inspired to thrive and are empowered to succeed.**

We help you to create a roadmap for success and future-proof your business or organisation by enabling your most valuable assets - your people - to become their best selves.

As executives for executives, we understand what it takes to successfully lead in future-orientated organisations - we've done it ourselves. Our unique development and consulting programs deliver early business returns, individual success, and long-term value.

**WHY DEVELOP COACHING SKILLS?**

The most successful executives are those who get the best out of their most important asset - their people. They achieve this by regularly employing coaching skills in their work with their own direct reports and encouraging this process along the line. This creates a powerful cascading effect throughout the organisation.

When people are engaged in learning and developing themselves on an ongoing basis, it creates an energised and positive environment, in which people feel safe to try new things and do their best.

Organisational culture, performance and market reputation benefit from a coaching orientation that starts at the top.

**HOW WE WORK**

Based on our own experience as executives and as coaches, we make sure that you have the key skills to successfully coach your reports and champion coaching across the organisation. We engage in extensive needs analysis - both organisational and individual - prior to developing a flexible format for the program, in consultation with your organisation. Once the formal Coaching Skills for Executives program is completed, we continue with agreed follow-up and ongoing phone support from your program facilitators for a 12-month period.



COACHING

## ABOUT THE PROGRAM

The Coaching Skills for Executives program consists of four modules delivered via group workshops, interwoven with optional pairs coaching, organised peer support, and action projects. Additional modules can be added as appropriate to your needs. At the conclusion of the formal program, participants each present a final report on their learning to the group and sponsors.

All of our programs are developed according to best practice adult learning principles, with a learner-centred and interactive approach. Delivery is flexible and time-efficient to fit in with the busy schedules of our clients.

## TARGET AUDIENCE

Executives, line managers, internal consultants and shared services managers.

## PROGRAM CONTENT

Coaching Skills for Executives is built around the four half-day modules of:

**Coaching Fundamentals:** Contexts, components, key principles.

**Core Coaching Skills:** Communication skills, questioning and giving feedback, learning styles, critical conversations.

**People and relationships:** Embracing diversity, operating styles, managing tensions, conflicts and negotiation.

**Driving performance and results:** Drivers, strategies, delegation, controls.

Additional modules may be selected from Executive Central's broad suite of Executive Coaching IP. These include Leadership, Power, Influencing and Networking, Values & Vision, Emotional Intelligence, Coaching Teams to Excel, Leading Change, Crisis and Issue Management.

## INDIVIDUAL BENEFITS

- Enhanced leadership practice in the organisation
- Development of best practice coaching skills
- Shared leadership/coaching language and enhanced collegiate support
- Access to executive coaching phone support for 12 months
- Invitation to attend Executive Central's regular "Coaching Connect" events.

## ORGANISATIONAL BENEFITS

- Leaders as role models for coaching culture
- Increased engagement, trust and commitment - a healthy culture
- Enhanced individual and team performance
- Increased retention and attraction.



For more information on how Executive Central can help you today, contact us at [info@executivecentral.com.au](mailto:info@executivecentral.com.au) or call [1300 737 495](tel:1300737495)

Visit our website [www.executivecentral.com.au](http://www.executivecentral.com.au) for more information on our full range of programs.

## OUR PERFORMANCE GUARANTEE

"We think that any organisation in the business of performance improvement should absolutely guarantee its own performance. We believe so strongly in the success of our work and stand so firmly by our results that we offer a full or partial service refund if clients don't see expected returns." **Rob Balmer, Managing Director, Executive Central**