

EXECUTIVE COACHING



SEIZE YOUR MOMENT FOR LEADERSHIP

Executive Central Principal Consultants Joy Taylor and James Harcourt with Managing Director Rob Balmer.

WHO WE ARE

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

We help organisations create a roadmap for success and future-proof their businesses by enabling their most valuable assets - their 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 outstanding business returns, individual success, and long-term value.

WHY EXECUTIVE COACHING?

As you transition through senior levels of leadership, there are tremendous benefits in an ongoing coaching relationship - with a coach who has the requisite experience and skill to guide your journey. The days are long gone when a coaching engagement was seen as evidence of problems. An executive coach is seen as: an essential enabler of your leadership strategy; a sounding board for work and life issues; a reality check on perceptions; and providing advice on marketplace, industry or organisational landscapes.

Entering into an executive coaching engagement is a strategic move towards a future-focused, change ready and resilient leadership experience. It's also a great professional relationship that will open up new ideas, connections and leadership experiences. It's an integral part of seizing your moment for successful leadership.

CREATE: A MUTUALLY AGREED PROCESS

CONTRACTING: expectations, roles, scope, rules of engagement.

REVIEW OF NEEDS: development priorities, diagnostic tools.

EARLY WINS: encouraging commitment to the coaching process.

APPPLICATION AND **L**EARNING: sustained strategies for change.

TRANSITION, **C**LOSURE AND **M**ONITORING: looking back and looking forwards.

EVALUATION: measuring effectiveness.



COACHING

THE FOUR HATS OF COACHING



THE EDUCATOR

Brings sound knowledge, cutting edge IP and tools, shared judiciously to inform the clients' process of self-learning and self-enabling.



THE MENTOR

Shares senior executive experience with the client, adding veracity and confidence to empower the client to adopt their own leadership position.



THE FACILITATOR

Utilizes experience with advanced questioning and listening skills to aide the client in gaining clarity and generating their own solutions.



THE CONSULTANT

Contributes their sound and contemporary subject matter expertise, enabling the client to make well informed decisions for themselves.

OUR UNIQUE APPROACH: Our difference lies in the skill-sets we bring to coaching. We think of these skill-sets as the 'four hats of coaching'. All of our coaches are selected for their deep experience of these four hats, and for their ability to know which one to wear and when. This depth and versatility is what makes Executive Central unique.

HOW WE WORK

We deliver a unique, effective coaching methodology that gets immediate results. Through our unique frameworks, tools and methodologies we help you decide what to do without telling you what to do - an important distinction!

Our model follows a structured approach for an agreed period, typically 4-12 months. Comprehensive evaluation and direction-setting positions you to continue your future leadership journey.

The core elements of our coaching include: understanding your motivators, drivers and operating environment; building a relationship of mutual trust; powerful and honest communication; your ownership of the experience; responsiveness and flexibility in the face of change; and knowledge transfer to support your decision-making.

BENEFITS OF EXECUTIVE COACHING - PARTICIPANTS

- Develop strong and confident leadership and deliver on results
- Self-awareness of and action on strengths and development areas
- Examine values, beliefs and attitudes and how these impact on leadership
- Lead and empower teams towards confident effort and achievement
- Identify political influences in the workplace and ways to deal with them
- Effectively manage change and enhance work-life balance.

BENEFITS OF EXECUTIVE COACHING - ORGANISATION

- Positive organisational culture, with improved retention, engagement and performance
- Enhancement of winning, high performance executive teams
- Faster assimilation of newly appointed executives and/or newly formed executive teams
- Improved executive and therefore staff morale
- Improved business and financial outcomes through enhanced strategy and execution.



Contact us at info@executivecentral.com.au or call **1300 737 495**

You can find details of all our programs at www.executivecentral.com.au

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**