



BLANCHARD COACHING SERVICES

Coaching for Senior Leaders

Give your key leaders the personal support they need to sharpen their leadership capabilities, tackle business challenges, and seize new opportunities.

Your senior leaders are critical to the success of your organisation, yet often lack access to objective, ongoing feedback. This could lead to blind spots and unproductive behaviours, which might in turn result in these leaders not developing to their full potential and ability to positively impact organisational goals and objectives.

Blanchard's Coaching for Senior Leaders provides leaders at the top levels in your organisation with a confidential and neutral sounding board to discuss challenges and opportunities in a safe environment. Through a one-to-one relationship with a hand-selected Blanchard coach, your key leaders can identify and practice new behaviours and strategies that can dramatically impact your organisation's initiatives.

During the coaching sessions, your experienced leaders will work with a coach in an action-oriented environment focused on successful business outcomes and leadership development. The coaching process challenges leaders to

- Identify effective paths for increasing alignment between their behaviours and decisions and the organisation's objectives and activities
- Develop their executive presence and strategic thinking
- Identify and communicate core values
- Deepen business acumen
- Positively influence team dynamics

Coaching Process

Identify Goals and Strategies

- Establish goals of coaching initiative
- Select participants
- Identify key job roles and responsibilities
- Discuss need for development/career plans

Identify Business Challenges and Leadership Issues

- Interview organisation sponsors
- Quantify business challenges
- Identify organisation goals and objectives
- Determine need for assessments

Orient Clients to Coaching

- Understand what coaching is and how to get the most out of coaching
- Assign and match coaches

Orient Coaches to Organisation

- Understand corporate culture and climate
- Understand organisation goals
- Link coaching to organisation goals

Coaching Begins

- Complete assessments and/or focus finder
- Create executive coaching plan
- Maintain confidentiality
- Begin one-to-one coaching sessions

Support & Sustainability

- Conduct periodic check-ins with senior coach and coach(es)
- Maintain alignment with organisation goals

Coaching Ends or Extends

- Complete executive coaching reflection document
- Send surveys to clients
- Complete coaching process

Coaching for Senior Leaders is a highly customised approach to give leaders exactly what they need when they need it so they can operate at peak levels.

Coaching for Senior Leaders Includes:

- 3 – 6-month bespoke program comprising a blend of in-person, virtual and telephone coaching sessions.
- 360° assessment, report and debrief compiled by designated coach.

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