



Leadership coaching – an overview

The International Coach Federation (link to www.coachfederation.org) defines coaching as:

'Partnering with clients in a thought-provoking and creative process that inspires them to maximise their personal and professional potential.'

In essence, coaching is for good leaders who want to be even better.

How can you determine if leadership or executive coaching is right for you?

Start by summarising what success would look like and feel like. What would be different? What results would you be getting for yourself, your team and your organisation?

If you have a fairly clear idea of your desired outcomes a coaching partnership can help you achieve those outcomes more easily and, possibly, more quickly.

Since coaching is a partnership, ask yourself if you find it valuable to collaborate, to have another viewpoint, to hear honest feedback and to be asked to consider new perspectives.

Also, ask yourself if you are ready to devote the time and the energy to making real changes in your work or life (and remember this will mean stepping outside your comfort zone). If the answer to these questions is **yes**, then coaching may be a beneficial way for you to grow and develop.

Some typical reasons you might choose to work with me

- There is something at stake (a challenge, stretch goal or opportunity), and it is urgent, compelling or exciting or all of the above;
- There is a gap in your knowledge, skills, confidence, or resources;
- There is a desire to accelerate results; to 'move to the next level'
- There is a lack of clarity, and there are choices to be made;
- You are extremely successful, and success has started to become problematic;
- Work and life are out of balance, you feel overwhelmed with all that you have to do and this is creating unwanted consequences and a lack of focus; or
- You have not identified your core strengths and how best to leverage them.

As your coach it is my responsibility to:-

- Discover, clarify, and align with what you want to achieve
- Encourage your greater self-awareness
- Support and challenge you to generate solutions and strategies
- Hold you responsible and accountable
- Help you to play a 'bigger game' whatever that means for you
- Give you honest feedback

As your coach I ask that you:-

- Focus on yourself – the tough questions, the hard truths – and your success
- Observe the communication and behaviour of others – become much more attuned than ever before
- Be curious about and, where necessary, challenge existing attitudes, beliefs, assumptions and behaviours and develop new ones which serve your goals more effectively
- Notice – your impact on others
- Take responsibility and take action
- Be compassionate – for yourself as you experiment with doing things differently or experience setbacks – and for others as they do the same
- Be courageous – you'll be experimenting with new ways of doing things which may feel unfamiliar or even scary. But I'll hold you as powerful even when you might not be able to do this for yourself

How is coaching delivered? What does the process look like?

Coaching typically begins with a discussion (either face-to-face or by telephone/Zoom or similar) to talk through your current opportunities and challenges, identify priorities for action and establish specific desired outcomes. It's also an opportunity to make sure we are 'right' for each other.

We then agree a coaching 'package' and timescale to ensure you have all the tools you need to help you succeed.

Subsequent coaching sessions be conducted in person or virtually, with each session lasting a previously established length of time. There will be work to do between sessions (and this is *not* necessarily about adding more tasks to your already large to-do list!) and I will support you with additional resources in the form of relevant articles, checklists, assessments, or models, to support your thinking and action.

I recommend [360 degree feedback](#) or [Hogan Assessments](#) to build your self-awareness and understand how others see you. Key elements to help you focus on priorities to enhance your leadership capacity.