

Executive Coaching

In this example we are providing a senior business executive with ongoing, one-to-one, coaching.

On this occasion the coaching was arranged directly with the individual and this has enabled them to use the coaching to address a wide range of issues they are contending with. Having the complete freedom to explore both personal and professional challenges in a completely confidential and non-judgemental way has so far allowed this individual to work through several diverse and unrelated issues to satisfactory conclusions. This individual has found the coaching very constructive, empowering and valuable and they have seen benefits in both their professional and personal lives.

Our Approach

For most Executives and Senior Managers there are significant pressures associated with the roles they perform and the positions they hold yet as leaders within an organisation they often keep their challenges, anxieties and problems to themselves.

Executive coaching provides them with the much needed support enabling individuals to explore and work on these issues with their coach, someone who is impartial and confidential. For some individuals the coaching is focussed on key business/organisational issues and the Objective Setting and Contracting Meeting includes their manager. What is discussed and worked on during the coaching program remains strictly confidential between the coach and the individual. On other occasions the coaching agenda is completely driven by the executive, as in the example above, and they are free to use the coaching program to explore the subjects/topics they wish to.

CDL Development can provide a range of coaching services for organisations or for individuals. Below is an illustration of what an Executive Coaching program could look like. This of course can be tailored to suit the individual and/or the organisation as necessary.

Executive coaching normally takes place over 6-9 months with about 18 hours of coaching and the program consists of four stages designed to provide maximum focus and impact:

Stage 1	Intake Meeting with Individual	1hr
Stage 2	Objective Setting & Contracting Meeting	1hr
Stage 3	6-9 Coaching sessions (circa 2-3 hrs each)	18hrs
Stage 4	Review Meeting	1hr

Our preference is for face-to-face coaching though we do provide additional coaching and support via the telephone and email.

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