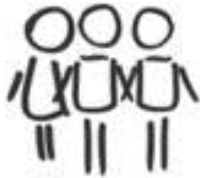




Executive Coaching

Executive coaching is a support for managers in order to achieve their objectives, support their own development and fulfillment. Coaching is a goal oriented process, we help explore development areas for the client. It can handle certain blockages and difficult situations as well. Its primary method is creating new paradigms, new approaches, exploring new alternatives, enabling clients to find their new practices until these become part of their skill set.



Only the best managers deserve that coaches help them.

Coaching is not consultancy, we do not give advice on what to do or avoid. It is not therapy either, we do not intend to change personalities. Executive coaching means we work with managers on their business practices for their business goals. Clients might ask our opinion on their business cases and want us to share our business experience. We can provide these, however, we always follow the client's agenda and not ours.

Client will be usually the coachee him/herself, but sometimes the direct boss or HR manager is the sponsor. Sponsors can initiate coaching, start the process and receiving report about the results always involving coaches.

Typical Cases

Executive coaching is addressed to CEOs, first line managers and managers with high potential:

- Client will be manager for the first time.
- There is a big career step forward.
- Manager has got less experience.
- There are too many changes in the organization.
- Burnout, dead-end, stress, decreasing performance.

Benefits

- Development of the manager in planned steps - sustainable changes in behavior.
- Increasing managerial performance.
- Enrichment of managerial skills.
- Increased self-consciousness.
- More balanced, sophisticated management style.



Steps of a Coaching Process

- 1 Description of the situation and definition of coaching objectives – coaching starts when specific business objectives are set
- 2 Learning each other, finding chemistry and certain level of trust, learning coaching process and principles, definition of scope
- 3 Psychological contract: commitment on objectives and process from both side
- 4 Formal contracting
- 5 Working phase: in coaching sessions, which usually last 1,5-2 hours. We follow the client's agenda, each issue is discussed following the generally used GROW model ('Goals, Reality, Options, What to do')
- 6 Evaluation: closing the process with the evaluation of the objectives and the process

During coaching we use various methods from organization development (OD):

EQ, leadership, communication skills, influencing others, empowerment, conflict handling etc. as well as we also use several assessment methods e. g. DISC, ARK, leadership questionnaire wherever it fits to the process.

We support you by ...

ICG has got particular strength in coaching. ICG coaches have long experience in OD consulting and even coaching expertise has got long history, most of our coaches have got over 200 coaching hours experience. Some of them use their extensive managerial experiences as well. Our coaching approach is pragmatic as in consultancy, we believe in the client's long lasting benefit for coaching. Our coaches have long relationship with their clients. ICG follows strict ethical principles: We follow ICF (International Coaching Federation) ethical standards and coaching competencies.