

Executive Coaching

“Leadership and learning are indispensable to each other.”

—John F. Kennedy

Executive coaching is an intensive one-on-one engagement between a coach and senior executive or leader to maximize a leader’s capacity and potential. Executive coaching engages leaders in customized ways that acknowledge individual strengths and vision and aligns those strengths with organizational goals. Coaching supports leaders to reflect and think through alternatives and to learn from challenging situations and experiences.

An executive coaching engagement with Coactive Consultants supports leaders by reducing their isolation, accelerating their learning, and building their capacity to wield influence and power effectively and appropriately.

Coactive Consultants specialize in coaching technically trained leaders, healthcare executives, project managers, and female executives. We offer on-site coaching, phone coaching, as well as intensive visits with remote clients.

Master a variety of leadership challenges

- ☎ Improve relationships with superiors, peers, direct reports, customers, and contractors by understanding differences in personality and motivation
- ☎ Lead teams in making effective decisions: increase trust, productivity, and business results
- ☎ Establish a strategic network of knowledgeable business partners. Learn the unwritten rules to lead and succeed
- ☎ Manage the transition into a new role, or into a new organizational setting and culture

Build skills and leadership capacity

- ☎ Identify your leadership strengths & challenges by using a 360° feedback and discovery process
- ☎ Learn to give specific, data-based feedback and receive feedback from others non-defensively
- ☎ Communicate clear expectations and hold others accountable

“Good leaders make people feel that they're at the very heart of things, not at the periphery. Everyone feels that he or she makes a difference to the success of the organization. When that happens people feel centered and that gives their work meaning.”

—Warren Bennis

Build skills and leadership capacity (cont.)

- ☎ Find an appropriate balance between task-oriented and empathetic communication
- ☎ Explore ways to motivate others and build influential alliances Set priorities, delegate responsibility, and achieve a satisfying and sustainable balance between work and family
- ☎ Enhance your ability to respond effectively to tension, change and aggression

Improve organizational performance

- ☎ Align leadership development with organizational objectives
- ☎ Ensure effective and rapid transition of leaders into new roles
- ☎ Help leaders identify and change ineffective in inappropriate behavior that are “derailers” or “blind spots” in their current organizational context
- ☎ Accelerate leadership development in a consistent way, rather than through trial and error or in reaction to crisis situations
- ☎ Facilitate problem solving by offering new perspectives that depersonalize problems and focus on facts

REFERENCES

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