



LEADERSHIP AND EXECUTIVE COACHING

CALL 0345 071 2801 or
EMAIL enquiries@hemsleyfraser.co.uk
to find out more and to discuss your
requirements and pricing.



WHAT IS IT?

Conversations can be wide-ranging – including business leadership, personal development, leadership style, or skills and capabilities. It is most effective with:

- Strong rapport between the leader and coach
- Clear goals, revisited regularly
- A leader who is ready and able to apply what they learn
- A receptive culture

Programmes are usually longer-term (12 months) but can also be short and targeted (1-3 months).



WHO IS IT FOR?

Leadership coaching is often commissioned as part of a talent review process to support a development move, need or transition. For example:

- Preparation for board membership
- An international assignment
- First 90 days in a new business unit
- Becoming a head of function
- Developing peer leadership skills
- Technical specialist to general manager



WHY USE IT?

Executive coaching is a form of organisational learning through one-to-one development conversations. Evidence shows that senior managers learn best from:

- An injection of timely, relevant insight
- Others they respect
- A safe, supportive, but challenging context

Working with a trusted advisor, leaders can address real challenges they are facing in a safe, confidential environment.



HOW IT WORKS

Depending on the coaching goals, conversations can focus on any of these areas.

Finding the right coach can be tricky. A quality coaching faculty has certified coaches with a diversity of expertise and styles. A chemistry conversation with at least three coaches is good practice.



Executive coaching can be:

- Targeted: 3 sessions over 1-3 months
- Transitional: 6-12 sessions over 6-12 months

A short list of three or four recommended coaches is provided.



OPTIONS

Targeted or transitional sessions.



PRICE

Contact us for details.