



Individual Executive Coaching

for Senior Managers & Executives

Highlights & Outcomes

Executive coaching offers an opportunity to both the organization and the senior manager / executive to define and address specific development needs confidentially, and in a way that can help accomplish and sustain change. It typically involves "behind the scenes coaching", "live action coaching", in combination with appropriately selected learning interventions.

Developmental Topics can Include:

Without the Numbers, You're Toast
Walk the Talk
Leadership - Mindset and Attitude
Executive Team Membership
Emotional Intelligence
Management Skill Mastery
Relating and Influencing
Communicate, Communicate
Creating High Performance Culture
Networking Till You Drop
Backup and Contingency Planning
Staying Positive and Focused
Everybody is in Sales

Provide individual developmental and professional coaching and a sounding board to your senior managers and executives that leverages their effectiveness and their ability to realize goals and achieve successful results.

Increase power in your key areas of accountability:

- ▲ Communicating the territory - purpose, vision, and goals of the organization to key constituencies while engaging others in opportunities and challenges
- ▲ Building relationships and facilitating interactions that result in outstanding team performance
- ▲ Producing results and outcomes - from the direct efforts of others as well as from your own efforts

Benefits - where coaching adds value

Executive coaching addresses development needs, either by way of intervention when there is a problem or crisis or as part of the general executive development process. It is effective in helping close gaps in performance, leadership, emotional intelligence, fit, tolerance, relationship, communication, change management, innovation and results.

Coaching must go deep enough to yield substantial results in terms of individual learning that expands thinking and behaviour. Effective coaching, through the application of governing values and coaching fundamentals will support a more productive and fulfilled individual.

Sample Situations Where Coaching Adds Value

- ▲ Effectiveness of established executives
- ▲ Executive mentoring programs
- ▲ Dismissal avoidance / derailment avoidance
- ▲ Before, during or after performance reviews or 360 surveys
- ▲ Internal or external redeployment
- ▲ Politics, power and influence
- ▲ Start up leaders
- ▲ New appointments e.g. CFO to President
- ▲ Leadership
- ▲ Leadership team participation
- ▲ Leading, managing, developing and retaining talent
- ▲ From technical or functional to leadership excellence
- ▲ Square pegs in round holes
- ▲ Applying a consistent people emphasis
- ▲ Professional presentations and public speaking
- ▲ Communication style a detractor
- ▲ Emotional Intelligence deficiencies
- ▲ Interpersonal relationships and communication
- ▲ Personal effectiveness
- ▲ Becoming more proactive regarding customers, external trends and projections
- ▲ Change agent competencies
- ▲ Organizational restructuring



Program Specifications

- ▲ **Audience** - Senior Managers and Executives
- ▲ **Length** - varies depending on individual needs
- ▲ **Format / Process** - meetings and process checks
- ▲ **Materials** - past and new diagnostics, past performance reviews, coaching process documents
- ▲ **Delivery** - Fulcrum Group Executive Coach
- ▲ **Class Size** - one on one

About Us

The Fulcrum Group is an established and proven executive coaching, consulting, and training company that helps organizations improve their leaders and achieve optimal business productivity.

Contact Us:

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Steps

Step 1

Situation and Needs Analysis

- a) Introduction to The Fulcrum Group - values, practices and experience
- b) Initial needs analysis meeting
- c) Contracting
- d) First draft of goals
- e) Customized selection of assessment / diagnostic tools and process

Step 2

Assessment

- a) Career, biography, performance, levels of satisfaction and fulfillment review
- b) Business, organization, role, company, relational review
- c) Review previous performance evaluations, awards, accomplishments
- d) Conduct third party interviews
- e) Issue and Challenge summary completed

Step 3

Profiling and Development plan

- a) Debriefing of findings
- b) Profile completed
- c) Goals finalized
- d) Learning and Development plan completed
- e) Learning methods selected
- f) Early win strategies
- g) Sustainable development work identified

Step 4

Coaching

- a) Values and practices
- b) Typical coaching process
- c) Typical coaching hour
- d) Privacy
- e) Live action versus one-on-one behind the scenes coaching
- f) The curriculum
- g) Scheduling 3-6 months

Step 5

Evaluation

- a) Progress to Goals
- b) Results to vision
- c) Improvement cycle
- d) Communication
- e) Celebrate Success