

Considering an Executive Coach?

The goal of executive coaching is to enhance a leader's ability to integrate and transfer new awareness and learning to create optimum results. Sometimes executive coaching is a combination of both coaching and training. An executive coach can assist leaders by offering insights for change, or, direct solutions for a specific dilemma. Additionally a coach can assist a leader in understanding how certain behaviors contribute to, or detract from, obtaining desired results. A coach can also be a sounding board for untested ideas in a challenging, yet supportive environment.

What are some benefits of executive coaching?

- Communicate and influence effectively.
- Incorporate strategic and innovative thinking into everyday decisions.
- Produce an effective executive presence that builds trust and commitment.
- Build your emotional intelligence competency.
- Manage challenging relationships and resolve conflicts.
- Coach direct reports to problem-solve and lead effectively.

What distinguishes an executive/leadership coach?

- A firm grounding in business knowledge and competencies.
- Thorough understanding of the world of the executive leader.
- A broad understanding of leadership and leadership development.
- Knowledge of organizational dynamics.

Possible Reasons for Working with a Coach

To increase effectiveness as a leader...

Sometimes leadership issues can be better explored and understood when working one on one with a coach. Although training seminars provide valuable tools, it takes practice to transfer this learning into new behavior patterns. A coach works with clients to develop an action plan to integrate goals and learning into individual leadership styles.

To get unstuck from a dilemma...

Leaders are often faced with dilemmas that require thoughtful deliberation and action to implement positive change. A coach can offer neutral feedback on these dilemmas, provide alternative suggestions, and be a confidential sounding board for new ideas.

To navigate difficult terrain...

A coach can provide assistance to further understand the larger system of work and how you are being affected, or are affecting others within this larger system. Organizations are similar to spider webs in that an interconnection exists which can influence the way we work. Understanding how we fit into the larger system and how we can work most effectively within it can often be best understood with the help of an outside observer who can provide a whole systems perspective to the work environment.

To learn how to better lead your team....

Carrying out the dual role of holding staff accountable for performance and coaching them to become better performers can feel at times like walking a tight rope. Achieving this delicate balancing act can be achieved with clear objectives and a deeper understanding of the duality of leadership roles.

To learn new skills and cope with change...

Managing in the 21st century means doing business in a new way and utilizing skills which can seem foreign to many executives. Coaching can help executives confront increasingly complex challenges for financial support, accountability, productivity, workforce diversity, and employee satisfaction.

To prepare a succession plan or executive transition...

Visit my Resource Page at <http://www.roamconsultingllc.com/resources.html>

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