

EXECUTIVE COACHING

“You can’t teach people anything, you can only help them discover it within themselves.”

Galileo

Executive coaching programs facilitate lasting positive behavioural change and achieve what matters most. Our coaching programs help leaders to become their best selves so they live and lead with greater fulfilment and impact.

Coaching programs vary dependent on the scope, duration, nature and intensity required to meet our clients’ and participants’ priorities. We work with the client and participant to ensure goals are agreed, reviewed and the return on the learning experience is realised.

Benefits

- have greater impact – deliver better outcomes with and through others.
- focus attention and energy on what’s most important and do great work.
- achieve more by effectively delegating.
- better able to lead a high-performance leadership team.
- improve the quality of their working relationships – give cause for others to trust one more
- resolve difficult issues with more self- confidence, courage, and resilience.
- increase performance by holding others accountable.
- lead with greater meaning and purpose
- enable others to become their best selves
- have greater impact by improved emotional self-awareness.
- maintain levels of well-being and live and lead with greater fulfilment.
- greater alignment between personal and organisational values and goals.



First step

An introductory needs analysis meeting is held with participant, leader and coach to identify the learning and developmental priorities and align understanding of the coaching process.

During this initial meeting, we explore the coachee's:

- personal and professional successes
- leadership attributes and strengths
- leadership challenges and learning opportunities
- benefits of successfully addressing the learning opportunities
- responsibilities and commitments to the coaching process
- and how to assess the return on the learning experience

To ensure the success of each coaching program, feedback is sought from senior colleagues, peers and direct reports to determine the benefits and impact the coachee's changed behaviour has had.

Program Inclusions

Dependent on the nature and scope of the coaching program and where appropriate, a coaching program includes:

- face to face and virtual coaching meetings
- tri-angular needs analysis and progress reviews
- third-party feedback
- participation in The Leadership Circle 360
- tri-angular closure meeting.

A coaching program typically includes these 6 phases, adapted to each coachee's needs and the organisation's requirements.

Additional benefits

- unlimited email contact and response within 24 hours during the program.
- pre-arranged phone sessions during the coaching program.
- free access to all proprietary leadership frameworks, models and processes.
- free copy of Bernard's book, Inside-Out Leadership, to reinforce new learning.
- free service warranty with telephone support for 3 months after the coaching program.
- coaches who have over 20 years executive and coaching experience.
- a performance guarantee to achieve agreed goals and measured results.

1 Coach & line executive discuss the participant's learning & development priorities
Coach meets with participant
Coach, participant and line executive jointly agree learning priorities and key success factors
Coach clarifies roles, responsibilities & expectations.

Needs analysis

2 Coach & participant review current role, career & performance objectives
Review previous perf. evaluations, assessments & 360 feedback reports
Individual Learning Plan is signed off and quick wins achieved
Coach, participant and line executive conduct a progress review.

Fact finding

3 Online surveys initiated, feedback collated and feedback to participant
Development priorities are reassessed once feedback is given.

Leadership surveys

4 Ongoing one-on-one coaching to address learning and development priorities
Adopt new mindsets, adapt behaviour and achieve desired outcomes. Participant held accountable to apply new learning to the role
Agree on the third party interview respondents and interview questions.

Behavioural change

5 Conduct third party interviews
Coach gives participant feedback
Progress review meeting with participant, line executive and coach.

Third party interviews

6 Participant shares assessment of the return on the learning experience at the final triangular closure meeting
Opportunities identified for line executives to increase their coaching input
3 months ongoing service warranty begins.

Closure



As an accomplished coach, trainer, facilitator, speaker and author, Bernard works with leaders and leadership teams to unlock the power in teams and access the collective capacity and capability to achieve the greatest things possible.

Investment

A coaching program is tailored to each participant's needs. Each varies in intensity, scope, meeting frequency, duration and investment. To discover more, please contact Bernard Desmidt.

What leaders have to say about being coached by Bernard...

“My coaching conversations with Bernard were insightful and meaningful. He helped me unpack my thinking and brought clarity to my most important ‘building blocks’. What I found most helpful was to gain a deeper understanding of what makes ‘me tick’ and how to shift my thinking and behaviours to help me build more effective relationships and secure greater levels of cooperation and commitment.”

(Legal Counsel – Investment Bank)

“Bernard acts as a sounding board for me so that I can run things by him and discuss the implications and consequences. This enables me to concentrate on the important things and be able to view problems from all sides and make better informed decisions.”

(Operation Director - Manufacturing)

“My experience working with Bernard was personally transformational. There have been times in my life when I have grown significantly, and this was such a time.”

(Head of Strategy – listed FMCG company)

To discover more about the Executive Coaching Program,
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