
EXECUTIVE COACHING PROGRAM

WHAT IS EXECUTIVE COACHING?

Global Consulting provides Executive Coaching programs for organizations of all sizes, from large multinationals to SME's and owner-managed businesses. Executive Coaching services target the key individuals in an organization; assist them in achieving their leadership goals, and the organization, in achieving its strategic business goals.

At Global, we believe successful leadership development requires a combination of learning, and results focused assignments, conducted over typically 3 to 12 month periods.

To enable successful outcomes, Global offers programs customized to the needs of the leader, and focused on delivering results in actual business contexts, and real-life business challenges. These typically include:

- Context Assessment (your business priorities)
- Leadership Self-Assessment activities
- 360 degree assessment activities;
- Planning of strategy and projects
- Improvement project Tracking (online)
- On-line skills development;
- Maintaining Reflective journals;
- One-2-One coaching sessions with your Global Coach.

THE 1-2-1 COACHING PROCESS

Executive coaching is a confidential and highly personalized process, where you work in a relationship with your coach.

The Coaching Program involves a number of phases:

PHASE 1 – PERSONAL OPTIONS CONSULTATION

We advise clients to engage with us in a Free Initial Consultation to determine what type of Coaching program would best suit their needs, and the options open to them for personal and organizational development.

PHASE 2 – CONTEXT & PERSONAL NEEDS ANALYSIS

Your Global Coach will work with you to apply appropriate business context assessment, and personal leadership capabilities analysis to develop a Development **ROAD MAP (3 to 12 months schedule)**

Your Coach will work with you to frame a small number of high impact Development Goals focusing on the achievement of specific organizational improvement initiatives and the refining of specific personal leadership capabilities.

The **ROAD MAP** will frame a project schedule for achievement of the Goals, combined with a structured program of online learning activities using the Global Resource Center, assessments and the Global Project Management Portal.

PHASE 3 – IMPLEMENTATION AND LEARNING

The ROAD MAP frames real-business context improvement activities, which will be planned as small projects, and progress tracked against milestones. Complimentary development activities will be assigned to assist you in achieving the outcomes in your project plans.

Your coach will support you through the program with web-conferences, email and phone support. Coaching sessions are designed to both review progress, and provide you with guidance and direction in dealing with specific problems. Formal Coaching sessions are normally weekly in the first 4 weeks and monthly thereafter. However, your coach will be available at any time for consultation, and you can add to the number of coaching sessions as you require.

You will also be required to complete a number of learning activities, assessments and related learning activities, designed to deliver behavioral or cultural change.

Additionally, you will be expected to maintain your personal reflective journal to track experiences.

PHASE 4 – EVALUATION AND SUPPORT

The evaluation phase is a confidential 1-2-1 process in which we work through your progress, and use a range of self-assessment, and evidence based assessments to determine the level of success achieved. You will receive a comprehensive report of your progress, which will provide guidance of future development options you may wish to pursue

Ongoing support is provided through access to our online resources and periodic online coaching sessions as required.

VIRTUAL COACHING

Global-CN recognizes that clients worldwide need rapid, cost effective solutions to diverse business problems. With Global Virtual Coaching and Consulting;

- *your Consulting dollars are invested entirely in the expertise of the consultant – not in travel, or use our site facilities;*
- *colleagues working in remote locations can easily join the coaching program;*
- *we can offer clients the most competitively priced services by sourcing globally;*
- *Our online resources and systems establish a complete learning and support environment;*
- *The payment process is simplified to enable payment with a company credit card and PayPal.*

Global Consulting's Virtual Consultants deliver Management Coaching and Consultation to clients worldwide, and are trained professionals within a wide range of industries including Financial, Operations, Human Resource and Project Management.

All are trained and experts in working with clients from diverse cultural and business contexts, and versed in using our methodologies and systems to deliver our Global Coaching and Performance Partnership programs.

TECHNOLOGY AND RESOURCES

Global Virtual Coaching and Consulting Services are designed to deliver all the benefits of on-site consulting at a fraction of the costs. We enable these using technologies which are accessible globally, and present no added technology costs to the client.

These technologies include:

Virtual Project Management Portal (Intranet) – providing Tracking of progress of your goals, task and those of any team members in your Project group to include your personalized dashboard with all of your tasks, goals, contacts, and related documents, and associated databases related to your Project;

Web conference System – enabling collaboration between team members from Alaska to Azerbaijan, from Sydney to Perth.

Virtual Performance Management and Reporting providing On-demand Scorecards and Reporting of progress against goals and tasks;

Virtual Leadership Learning Center – providing access to thousands of leadership and management development tools, self-assessments and quizzes training manuals, templates and articles to assist you throughout your COACHING program with Global Consulting.

FEES

Service fees are determined upon the profile of services selected, and the frequency of coaching sessions. Indicative fees range between \$1,200 and \$3,000 per month.

CONTACT US

For a free consultation, Tel: 61 8 9297 1733, or go to:

www.global-cn.com