



EXECUTIVE & LEADERSHIP COACHING



What is executive and leadership coaching?

Leaders today are in a time of unprecedented organizational change and complexity.

Team issues, customer demands, budgetary constraints, operational excellence, getting & keeping the right people...expectations of organizational leaders are high.

Fortunately, leaders are no longer expected to go it alone.

Executive Coaching is a focused and effective way to help leaders **meet the challenges** they face. The essence of executive coaching involves helping leaders get unstuck from their dilemmas by defining root causes and expanding their capacity to take effective action and achieve desired goals.

Coaching helps a leader grow, improves their performance, expands their leadership capacities. In essence, it encourages the emergence of a **new potential**.

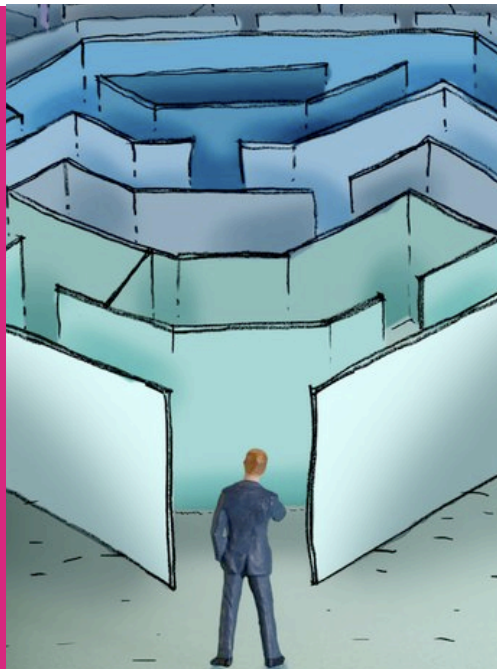
When executives and managers become more effective leaders—by facing their personal challenges and growing from them—everyone in the organization benefits.

Did you know?

Top 3 reasons coaches are engaged:

1. Develop high potentials
2. Act as a sounding board
3. Facilitate a transition

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Coaching is most effective when it is used for the following:

- ☑ supports individual performance breakthroughs
- ☑ enables personal growth or transformation
- ☑ provides the space to address a specific problem area or challenge
- ☑ supports the development of leaders via enhanced ability for providing vision and direction, accelerating change, motivating and energizing people, teamwork.

How Do We Coach? Our coaching style

People ask us, “**How do you work?**”

Our coaching process focuses on supporting a leader to grow by increasing awareness of his or her perceptions, attitudes, and beliefs that determine behavior. By understanding the root causes of his or her struggles it is possible to find meaningful, effective solutions.

In other words, our coaching process **emphasizes the unique potential and inherent resourcefulness of a leader to create and implement solutions to his or her business challenges.**

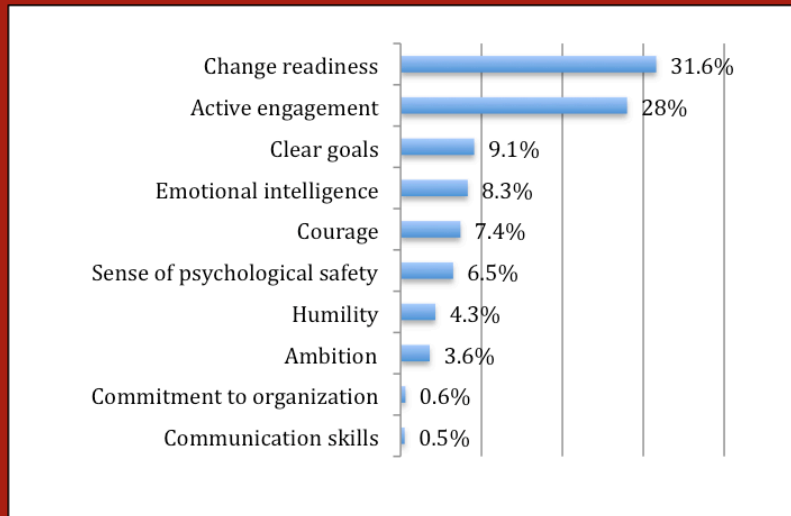
We act as an objective sounding board to help leaders think things through and gain new insights into themselves and their challenges.

Our process includes extensive dialogue, assessment tools, and access to a range of leading leadership resources. Altogether, our coaching process is an inward focused process for outward focused results.

We specialize in coaching for:

- ◆ **Executives or managers** who want to develop a more intentional leadership style, to expand leadership capacities, or learn to be transformational leaders.
- ◆ **Expatriate leaders** moving into expat assignments, new positions, or working with cross-cultural or multi-national teams.
- ◆ **High-potential personnel** whose development is a goal of the organization.
- ◆ **Fast Start the First 100 Days:** for leaders who are moving into a new leadership role and want to get up and running quickly.
- ◆ **Leaders** who need assistance in balancing work/life or handling personnel crisis.
- ◆ **Talented management** who lack leadership and communication skills.

What makes a leader coachable?



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Do you need a coach? Do your leaders?

We frequently get calls and emails from HR managers, executives, managers and business owners, that express their desire to..

- ◆ Take their leadership performance to the next level.
- ◆ Formulate clear and focused solutions to challenges and difficulties.
- ◆ Turn their teams into high performing, motivated teams.
- ◆ Sharpen the leadership skills of high-potential individuals.
- ◆ Ensure the success of newly hired or promoted managers.
- ◆ Communicate with confidence to people at all levels.
- ◆ Have someone around who understands what they're facing and in whom they can confide.



Next Step

Email or call us to initiate a conversation on how you or your organization might benefit from our executive & leadership coaching.

This session will be truly be useful to you even if you opt for no further coaching at this time.



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