

Executive Coaching

inpd.co.uk/executive-coaching



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What is Executive Coaching?

Executive coaching involves a series of one-on-one interactions between a manager or executive and an external coach. The goal of coaching is to equip people with the knowledge and opportunities they need to develop themselves and become more effective. Behaviour change is the goal of most executive coaching.

Meeting one-on-one with senior leaders within an organisation, the executive coach provides a safe, structured, and trustworthy environment in which to offer support for the individual. The coach also helps the leader understand their current competencies, see how they're perceived by others, and focus on identifying and clarifying current goals as well as the appropriate action steps to reach those goals.

Executive Coaching has the potential to transform any organisation, helping individuals, leaders, and teams to deliver organisational success. Individuals grow, leaders are empowered, and your organisation changes for the better when you coach your employees. Here at In Professional Development, we can ensure you realise your full potential.

In Professional Development has a wealth of experience in the field of coaching. Whether working with organisations through team coaching or working with individuals from first line managers to senior executives, our group of coaches are handpicked for their backgrounds, experience and coaching skill. Using a wide and deep range of coaching approaches we ensure coachees realise their full potential.

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I loved all my coaching sessions with Priya. I found it very helpful and gained a lot from the sessions.

**Executive Coaching Client,
Anonymous**

Our Coaching Services

- Executive coaching for individuals
- Executive coaching for organisations
- Bespoke and tailored coaching packages
- Coaching on demand
- Team coaching
- Manager as coach (training managers to use coaching techniques)
- Coaching supervision

All of our Coaches

- Are chosen through a rigorous selection process
- Hold at least one professional qualification in coaching
- Have significant experience as coaches
- Are members of a professional coaching body (e.g. ICF, AC, EMCC, APECX etc.)
- Are committed to their own CPD and engage in regular professional development
- Are in regular coaching supervision
- Are signed up to the Global Code of Ethics for Coaches, Mentors and Supervisors and the ICF code of ethics

Sessions and Packages

- Our one-to-one sessions run for 60-90 minutes
- They can be delivered face to face if required (subject to an expenses agreement)
- We recommend 6 coaching sessions, however this can be tailored to suit your requirements
- Typically coaching sessions will take place 1 month apart, however this is up to the discretion of the coachee

“

Kelly was extremely helpful, asked relevant and thought provoking questions.

**Executive Coaching Client,
Head of People, Barnardo's**

Behaviour change is the goal
of most executive coaching.



Executive Coaching for Individuals Package

- Chemistry call
- 6 one-to-one sessions with goal setting (our recommendation is to have 6 sessions)
- Review

Executive Coaching for Organisations Package

- Bespoke and tailored coaching packages
- Coaching on demand providing maximum flexibility
- Chemistry call
- 6 one-to-one session per coachee
- Review

Coaching Supervision

- Expert supervision for coaches
- Raise standards across the coaching profession
- Improve the impact of coaching within an organisation
- Include 1-to-1 and group sessions
- Uncover and work on coach blind spots
- Support coaches with ethical issues

Team Coaching

- Targeted toward increasing the effectiveness and cohesiveness of teams
- Delivered to a group of professionals working together as a team
- Utilises pairs of qualified Team Coaches
- Results focused



Benefits for the Individual

- Increased level of self perspective
- Increased engagement
- Deeper level of learning
- Build personal awareness
- Support for improving specific skills
- Resilience
- Better work-life balance

Benefits for the Organisation

- Motivate and engage team members
- Improve relationships and communications of employees
- Wellbeing management
- Improve overall performance and bottom line results
- Facilitate the adaptation of a new management style
- Greater ownership and personal responsibility



Unlock your potential with our Executive Coaching

Start with a minimum of three sessions, tailored to you, on Zoom or in-person upon request. For personalised options please email Jon Palmer j.palmer@inpd.co.uk or call **07774 545819**.

