

Executive Coaching – what it offers

Organisations arrange executive coaching to help their managers and executives meet a multitude of challenges. Research shows ROI to be high in terms of increased management performance, team performance and job satisfaction.

Executive coaching is a highly individualised and challenging process. The aim is to unlock potential by concentrating on two main elements:

1. Developing core management skills to maximise performance
2. Enhancing leadership behaviours, interpersonal style and impact

Managers generally want honest reliable feedback, skill development and good action ideas for dealing with staff and stakeholders, new demands and rapid change.

The focus is different for people moving through different management levels and tends to be in one of:

1. Skills training - for a new role, specific task or project, e.g. conflict management, team coaching
2. Performance enhancement – Developing self management and performance
3. Development and lifestyle balance - for future career, career transitions or lifestyle
4. Complex agendas – having a trusted confidante to focus on larger issues, such as better business results, strategic visioning, personal and relationship success

Tools and strategies are developed to address relevant specific aims that may include:

- Developing and maintaining a clear vision and direction with perspective and focus
- Building confidence, speaking with influence and impacting on organisational success
- Increasing self-awareness and management of own and others' strengths, fears, and blind spots
- Managing own emotions, stress and conflicts, and communicating effectively
- Thinking clearly, making clear decisions, and enhancing peak performance
- Moving away from any silo management behaviour
- Fostering teamwork, enhancing a cohesive team of 'willing followers' working towards success
- Managing today's work efficiently whilst planning and working on tomorrow's work

Coaching format and process: Coaching can take place in person, by skype or phone; it includes discussion, setting goals, developing skills and strategies, completing relevant worksheets and development tasks, evaluating and refining. In short, you will:

- Clarify your agenda, and define extraordinary results
- Identifying strengths
- Practice “systematic abandonment” of, and closing the door on things that aren't working
- Do some things differently

“What we find repeatedly in coaching is the collective sigh of relief that those at the top are not alone in their challenges and dreams, their desire to do the right thing, and sometimes secret inner fears, doubts and responses that halt them in their way. They don't always know the answers and can simply be honest with themselves and others about their struggles, ambitions and how they move forward”

Length of commitment, and Frequency of coaching meetings

This varies according to what you require ranging from:

- 2-3 coaching meetings to develop a small skill or make a specific decision
- 10 coaching meetings over 3-6 months to develop in particular areas
- Weekly coaching meetings for a year to develop leadership potential across the board - with access to a wise trusted confidante who knows you well, will support you, keep your secrets, challenge you to grow, and keep you focussed on success in areas that matter to you.

How can an executive coach know how to help you?

An executive coach has often not faced the same challenges or reached toward the exact same mountain top as you. Rather, the coach has been on a different mountain and watched many other people face many different obstacles to climb many different mountains. From this perspective the coach has seen many different ways to navigate obstacles and many possible paths to climb to the top of the mountain. In this way your coach can be a wise guide on the side, rather than a sage on a stage.

Executive Coach – Liana Taylor

Clinical Psychologist, Executive Coach, and Mindfulness Teacher

Director of the Mindfulness Centre

Founder of the Australian Institute of Applied Mindfulness

Liana has over 20 years experience in the private sector balancing clinical work, executive coaching, and relationship therapy with management and leadership. She was a university lecturer and now teaches and speaks across Australia. She is the leading provider of Applied Mindfulness training to leaders, managers and health professionals across Australia. An innovator in the field of Mindful Leadership, Liana's passion for social change toward the cultivation of wisdom has inspired her development of mindful leadership programs. The keynote speeches she gave on cultivating wisdom in leadership at the first International Mindfulness conference in Rome and at South Australia's first Mindfulness Symposium reflect her passion for leadership development.

Liana

Liana Taylor MPsych MAPS MPPL AFAIM
Clinical Psychologist
Director

Coaching - A Partnership agreement

Confidentiality

Any confidential information that is obtained from you will be kept confidential and will not be disclosed to anyone unless required by law due to clear risk to yourself or others, or the information ceases to be confidential. Any information that is to be disclosed to third parties will, whenever reasonably possible, first be discussed between us.

Therapy vs Coaching

Coaching is not therapy. Although they share similarities in tools and methods, there are distinct and important differences. Therapy is more suitable for long standing, closely held or deep seated areas of concern that impede healthy functioning and require a rehabilitating process. Coaching is a guided process in which individuals are assisted to maximise their skills and explore new areas of potential within themselves.

Disclosure

If you need psychological or psychiatric treatment, during the coaching period you agree to disclose this to me, so that both your personal psychological needs, as well as professional coaching needs are each met in the appropriate forum. This information will be treated with the utmost privacy but may influence the process of coaching.

Coaching Fees and Packages

- By the hour. \$385 (incl. GST)- casual single or short series of coaching meetings
- One to one coaching, plus one mindfulness training program package. \$2,200 (incl. GST)
Four individual coaching meetings of one hour each plus attendance at:
Mindful Leadership 3 day course
- 3-6 month package. \$2,700 (incl. GST)- Eight one hour coaching meetings spread over 3-6

months

To Proceed

To acknowledge the above and your willingness to enter into and begin the Coaching Partnership under these conditions, please complete and sign below and we will invoice you to pay in advance.

Name:

Date:

Signature:

Name and details of company for invoicing:

Employers signature: