



EXECUTIVE AND LEADERSHIP COACHING

Challenging leaders to be the best.

WHEN YOU WANT YOUR LEADERS TO PERFORM AT THEIR OPTIMUM.

THE APPROACH:

Coaching is no longer seen as a 'remedial' intervention for executives and leaders but as a powerful conduit for individual and team development. It can help increase the effectiveness of leadership teams, assist business leaders overcome obstacles, develop individual leadership styles and provide a confidential platform for leaders to discuss their challenges and navigate a way forward.

Our coaching works at all levels of seniority, from senior managers to board executives and supports a wide range of business initiatives including step change, role transition, managing and leading people, development of high potential talent, improving interactions, career planning and management, improving confidence, and managing stress and balance.

Our coaching programmes are typically delivered over a six month period and include an initial chemistry meeting, a three-way meeting to include the coaching sponsor to agree objectives and one-to-one coaching sessions which are supported remotely for the duration of the coaching programme.

THE EXPERTISE:

Quality is integral to our coaching provision. Our coaches have a broad range of experience across a variety of sectors, working with a range of SMEs and FTSE 100 companies. They are accredited specialists, who held business leadership positions before transitioning into the coaching arena. Our coaches collectively have nearly 40 years' experience in leadership development and are recognised by bodies such as The Association for Coaching and the European Coaching and Mentoring Council.

At Hunter Adams, we place a great deal of emphasis on ensuring the correct 'coach fit'. By taking the time to understand the needs of the individual and the organisational context for coaching we are well equipped to make an accurate coach matching recommendation.

THE RESULT:

Our coaching programmes are tailored to offer significant benefits to both the individual and the organisation. These benefits include, enabling individuals to improve relationships and behaviours, develop leadership and management skills, grow self-awareness, facilitate new leadership styles and enable individuals to reach their optimum performance.



TYPICAL ASSIGNMENTS:

- Challenging leaders to find their authentic leadership style and developing more effective approaches
- Supporting leaders through challenging transitions such as rapid growth, mergers, downsizing and culture change
- Coaching leaders to develop their understanding of organisational complexities and enhance their influencing skills
- Coaching leaders with 'imposter syndrome' and supporting them to develop self-confidence
- Supporting leaders to have courageous conversations
- Preparing leaders for their next career move

"Our leadership coach was a true professional. He and his team were used to coach and develop a team of engineering professionals. His integrity and creativity were only matched by his expert knowledge of the subject. He was very easy to get along and I have no hesitation in recommending him."

Supervisor, Renewables Company

"His comfortable yet challenging style made the coaching process painless and his support during a time of transition was greatly appreciated. To stand back and objectively review my management style, key relationships and communication networks led to a far greater understanding and awareness of my management style and I have now put in place a plan to gain greater benefits from my strengths and minimise my less effective qualities."

COO, Asset Management Company

"The coach's subtle approach challenged me to focus on areas which I hadn't previously addressed and worked with me to devise new strategies for dealing with a wide range of work issues. I would happily recommend the service to anyone who wants to improve their own performance and that of their organisation."

Director, Banking Group

"I started off a little sceptical, but have been surprised by the fact that I have picked up a lot of new ideas and that it has challenged my perceptions of myself and my leadership capability."

Senior Director, IT Services Company

"My sessions with my coach over the past couple of years have been invaluable in challenging me to reflect on my leadership style and previous learning – as it is very easy to slide back into doing what you have always done in the way you have always done it."

Director, Financial Services Company

"I have learned that changing a few small behaviours can have a big effect on positive outcomes at work."

MD, Insurance Company

"I very quickly recognised the motivations, personal styles and behavioural preferences to help me find alternative management, negotiating and communication strategies."

Board Member, High Growth SME
