



## EXECUTIVE COACH-MENTORING

### SUITABLE FOR



Managers and leaders who want to work on their effectiveness and impact and who face a particular challenge that requires them to work in ways that are either outside of their comfort zone or demand a greater flexibility of style and approach than they can currently offer. They may be in a situation where they need to work with a broader range of leaders, peers and direct reports, or where their current impact with some stakeholders is hampering their performance or potential.

### NOT SUITABLE FOR



Senior leaders, or executives who do not have specific shifts they want to work on. Executives who are in transition to another role may find this approach useful but may also look at 'Transition Coaching'.

### OUTCOMES



Skilled and objective external support and challenge in focusing development effort on building new habits of thinking and behaviour which will deliver benefits for the executive, their teams and the organisation as a whole. Developing reflective habits which will support future ability to shift style to create the most effective impact.

### PROCESS



Before the contract is made, we suggest a pre-contracting call with one or two coaches. This allows the prospective client to develop a better understanding of what the coach-mentoring relationship would entail, and check that the proposed coach-mentor has the style, persona and experience that makes them a credible partner. It also allows the coach-mentor to check that the client understands how to get the best from coach-mentor-mentoring, and

that the proposed coach-mentoring offer is appropriate. Once the contract is confirmed it would follow this process:

- A 3-way contracting conversation with the client, the client’s manager and the client’s coach-mentor either at first or second meeting, or via a call between first and second meetings. At that meeting the key development focus and goals are agreed.
- First meeting Face to Face 2 hours (At the client’s location)
- Eight further hours of coach-mentoring– this may include remote as well as face to face coach-mentor-mentoring, meeting length and timing designed to be most effective in context.
- Final meeting Face to Face 2 hours (At the client’s location) – to include a 3 way debrief conversation with the client, the client’s manager and the client’s coach-mentor.

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**DELIVERY TEAM**

Executive delivery team – experienced managers and holding European Mentoring & Coaching Council Practitioner & Senior Practitioner level Accreditation

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**LOCATION**

Global – remote (Skype) coach-mentoring is a very applicable media for this contract, commencement meetings if held should be face to face.

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**INVESTMENT**



<b>1:1 Executive Coach-Mentoring</b>	
<b>Executive Coach-Mentoring</b>	
12 hours coach-mentoring, plus 3-way meetings with manager, expenses charged depending on meeting locations	<b>£7,500 + VAT</b>