

*EXECUTIVE
COACHING*



 locher.

EXECUTIVE COACHING

“At Locher, we believe that Executive Coaching is a natural extension of the mentoring system used by many large companies and societies. The growth of personal coaching reflects a shift away from ‘analytical, quantitative business skills’ towards more personal, interpersonal and organisational skills. Exceptional Executive Coaching Programs combine leadership assessment, benchmarking and individual development coaching to support the individual’s growth as a leader.”

The Locher Difference

Locher Executive Coaching Programs are unique in that they combine the following key elements:

- * Detailed assessment of current capabilities using a range of robust assessment tools including 360 degree review, development centres and leadership profiling
- * Provision of a leadership profile compiled by Locher’s organisational psychologists, which highlights existing areas of strength and development needs
- * Access to a skilled coaching consortium containing high profile business leaders who have track records of success at the CEO/MD and Board level
- * Tailored one-on-one Executive Coaching which may involve site visits, active learning assignments and learning challenges
- * Skilled executive coaches who work from a recognized professional coaching framework

Locher Executive Coaching Philosophy

All coaches within the Locher Coaching Consortium share a common coaching philosophy. This is encapsulated by the following key values:

- * We respect the individuality of the people we work with
- * We establish a true partnership based upon trust with individuals in the coaching relationship
- * We establish an agreed coaching plan which clearly establishes both the coaches and the individual’s expectations and ground rules
- * We openly challenge assumptions and self limiting blockers

- * We seek to understand the challenges the individual faces both at work and in other areas of their life
- * We use a systems approach which examines the impact of all key stakeholders in the issue or areas for development
- * We openly share our experiences and expertise but do not impose these as solutions
- * In all cases we encourage the identification of an appropriate mentor and support increased networking within the broader organisational community
- * We measure outcomes, celebrate successes and use ‘failures’ as points of reflection and learning

Locher Coaching Consortium

Locher is extremely proud of the calibre of its coaching consortium. Coaches are former CEOs, MDs and members of Boards and have a range of skills including:

- * Strategic Planning
- * Negotiation Skills
- * Communication Skills
- * Conflict Resolution & Mediation
- * Business/Financial Analysis
- * Networking
- * Political Savvy
- * International Business Development
- * Entrepreneurialism

Talk to us to review the diverse range of expertise and personalities in our coaching consortium and see who might fulfil the coaching needs of your organisational leaders.