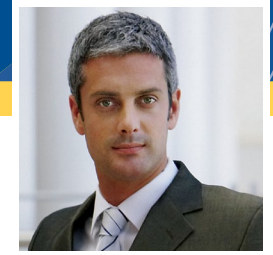
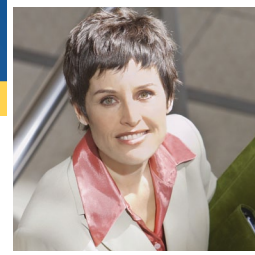


# EXECUTIVE COACHING



## OVERVIEW

Leaders and managers with a high level of sophistication and business experience are generally looking for something more substantial than “tips, tools and techniques”. The complexity of their roles requires them to make profound shifts in their thinking and the quality of their behaviour.

Leaders are looking to be more effective in their working life and many are also seeking a deeper form of learning that will facilitate the development of a greater sense of purpose and improved working relationships.

Through our unique and holistic coaching approach called Ontological Coaching, Newfield Institute enables participants to be both more effective in dealing with important professional issues and to find a deeper sense of purpose. This is the basis of creativity, quality strategic thinking, improved communication and relationships and overall enhanced performance.

## WHO WILL BENEFIT FROM EXECUTIVE COACHING

Some of the areas we focus on include:

- **Leadership Coaching** - for leaders and senior managers who are actively committed to the ongoing development of their personal leadership and performance competency and capacity
- **Developmental Coaching** – a foundational learning opportunity for new leaders and managers
- **Performance Coaching** – for development in critical areas of leadership

## BENEFITS OF THE PROGRAM

Some of the personal and professional benefits of Executive Coaching can include:

- A greatly enhanced self-understanding and self-assuredness
- The development of more resourceful ways of looking at issues and circumstances
- Improvements in the quality of thinking and decision-making
- Significantly enhanced leadership capability
- Improved communication and the ability to be positively influential, especially in dealing with challenging circumstances and people
- A greater capacity to have constructive conversations that build productive relationships and highly collaborative practices
- Substantial improvement in well-being and reduction of stress
- Enhancement of personal resilience and performance capacity

The above benefits provide the essential foundation for leaders and managers to become more creative and innovative, to deal successfully with change, to develop talent and leadership capacity in others, facilitate the development of high performance teams, and for effective cultural transformation.

## OUR APPROACH

Coaching is provided one-on-one with the client, preferably face-to-face. The approach to coaching is driven by agreed objectives identified by the client. For significant behavioral change, sustainable progress can be made with 4 to 12 hours of coaching. Coaching conversations are normally held fortnightly or monthly and last one hour.