

EXECUTIVE COACHING

What is Executive Coaching?

Executive coaching is a collaborative relationship between a coach and a coaching client.

The intention of coaching is to provide coaching clients with the opportunity and support to identify and fulfill their potential in life and at work.

An executive coach works with an individual client, one-on-one, to help them achieve personal and professional goals.

The Benefits of Executive Coaching

Coaching differs from other developmental processes, such as training or studying, in that the coach works with the individual client to assist them to address whatever area they wish. In this sense the coaching process is directly tailored to the individual's needs and is thus much more targeted than other forms of development.

All of us can identify aspects of our work performance or of our career development that we would like to improve on or change. However the way forward is not always clear and an independent external perspective can be illuminating. The coaching sessions provide an opportunity for one on one confidential conversations with a skilled and experienced individual from outside your organisation who can help you reflect on issues affecting your leadership and career development.

For many clients the developmental areas that are covered in coaching sessions include improving communication skills; gaining work-life balance; personal career planning; stress management; strengthening leadership skills; motivating others; improving interpersonal relationships; developing greater self-awareness; strengthening decision-making and strategic thinking skills.

FOCUS OF COACHING

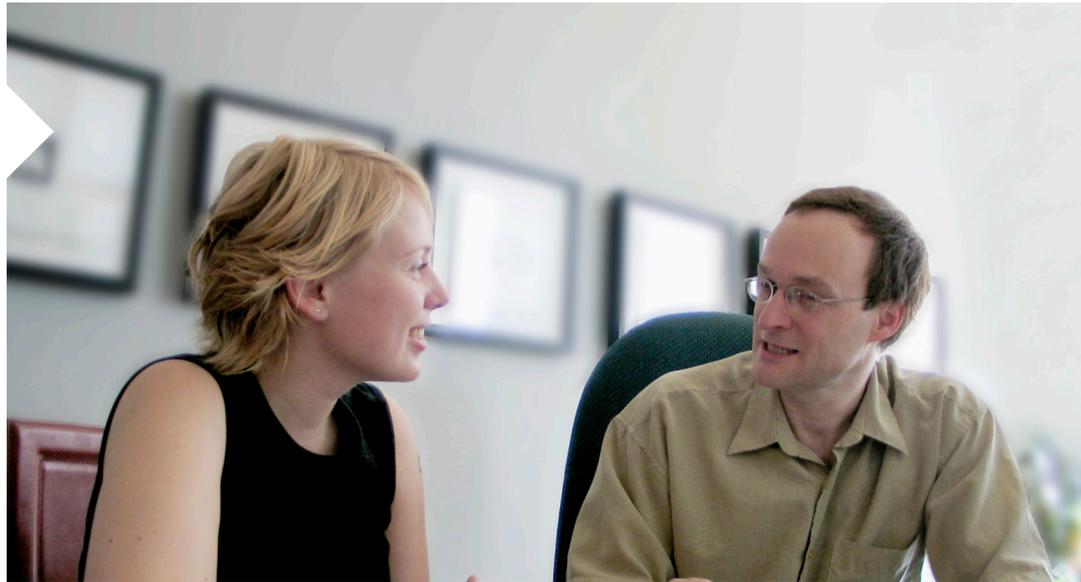
- » **Career coaching** – can assist individuals navigate a career path taking into consideration both personal and professional priorities and aspirations.
- » **High potential coaching** – can guide high performing employees to ensure targeted development in key areas as their career progresses.
- » **Leadership and management development** – can introduce managers to contemporary leadership theories to assist in achieving the most from their teams.
- » **Performance coaching** – can address specific areas that have been identified either by individuals or their managers as barriers to their effectiveness at work.
- » **Group or team coaching** – can assist in creating effective teams and foster shared goals and communication across established or new groups and teams.

‘Much like coaching in sport, the coach can help hold the individual accountable for identifying and achieving their stated goals and for creating a framework that will facilitate their continuing personal growth.’

Our Coaches

Our coaching practice offers a range of coaching services which can be accessed by individuals, teams, groups or across organisations. Our coaches have undertaken specific coach accreditation and abide by the international Coaching Federation (ICF) guidelines and code of ethics.

CPM’s coaches all have extensive public sector experience, reflecting our belief that knowledge of the public sector environment is central to the provision of relevant and practical coaching support.



TO BOOK COACHING OR FOR MORE INFORMATION PLEASE CONTACT CPM
phone: 02 6120 1980 email: coaching@cpm.org.au website: www.cpm.org.au

What our Clients Say...

***“I found it valuable that I was able to present and discuss strategies to manage the challenges I am facing that were eminently relevant.
My coach guided me through situations and provided valuable insights and support.”***

“The first step is to snap me out of my downward spiraling negative thinking, then introduce or refer me to things that can help me, like positive psychology, meditation, and affirmation.”

“I appreciated that very honest (but always considered and respectful) feedback and knowing that the coach has extensive experience at a senior level in the APS engendered a lot of confidence. Having a frank and fearless discussion was something that I had not had the privilege of doing before. Advice on my resume and how to better highlight my skills and experience was very much appreciated.”