

# Executive Coaching

## Introduction

Executive coaching is a collaborative relationship between a coach and a coaching client. The intention of a coaching program 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 goals. Using adult learning techniques, coaching strategies and sometimes diagnostic tools (such as a 360° feedback report) the coach assists the client to identify their goals and any related challenges they may be facing. The coach may then assist the client to reach those goals and thus work towards achieving higher levels of work and personal success.

## 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.

*'Much like coaching in sport, the coach can help hold the individual accountable for identifying and achieving their stated goals and for creating a structure, action plan or framework that will facilitate their continuing personal growth.'*

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.

## About Coaching

Coaching aims to stimulate, support and motivate an individual to enhance their personal and professional performance and develop greater insight into their strengths and how they impact on others. The key benefits to an organisation may include talent retention/development; capability building; cultural change; conflict resolution; team development and performance management.

By assisting executives to improve the quality of both their professional and personal life, executive coaching increases organisational capacity and effectiveness.

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## Building Management and Leadership Capability in the Australian Public Sector

An International Coaching Federation (ICF) survey of 4,000 companies found that the reported benefits of executive coaching included improved individual performance; development of people for the next level; management/staff relationship improvement; and improved staff retention.

## Our Coaches

CPM has a number of coaches, all with previous senior executive experience in the APS or the wider public sector, which we believe is crucial if they are to have a real understanding of the work context of coaching clients. All our coaches undertake training and accreditation with the Sydney-based Institute of Executive Coaching (IEC). CPM coaches follow the ICF's Standards of Ethical Conduct.

Current CPM coaches include [Drew Baker](#), [Vanessa Fanning](#), [Samantha Johnson](#), [Rod Morrison](#), [Kate Neser](#), [Barry Poppleton](#) and [Dianne van Meegen](#). Profiles for each coach are listed on the CPM web site and can be accessed at [www.cpm.org.au](http://www.cpm.org.au) or by selecting the links above.

## 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 thing is to snap me out of my downward spiraling negative thinking, then introduce or refer me to things that can help me, eg, positive psychology, meditation, and affirmation. The good thing about the coaching approach is the pointers to the tools, rather than CPM producing additional materials."*

*"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."*

## Arranging a Coaching Package

CPM offers coaching as an optional package with all of our management and leadership development programs. These packages are delivered as three one-hour coaching sessions in the weeks following attendance on the program. If you wish to proceed with the coaching option, simply select the optional package when registering or at the conclusion of your program.

CPM also offers stand-alone coaching packages for individuals or small groups of executives which can be undertaken separately from a leadership program and, if desired, in conjunction with a 360° degree feedback process. Coaching sessions are usually conducted at CPM's premises in Belconnen where we have a dedicated coaching suite which ensures privacy, confidentiality and freedom from interruptions. Alternatively sessions can be held in a suitable meeting room on departmental or agency premises. To engage an Executive Coach, either as an individual or as an organisation, without attending one of our courses, please contact us to discuss your requirements.

## Enquiries or Questions?

Please contact our office on 02 6163 0500 and ask for Wendy Knight. Should you decide to undertake a coaching program, you will be provided with an explanatory note that sets out the expectations of coach and client and which covers our policy on such matters as confidentiality, and cancellation of appointments.