# **Executive Coaching**

Executive coaching is essentially employer-sponsored coaching, often with specific role-related development in mind.

The program includes six personal 'duo' coaching sessions, plus three 'trio' sessions involving the Participant, their Manager and the Coach to discuss and agree on development priorities, keep the Manager in the loop on progress, seek feedback and observations, and enable the Manager to support the Participant to implement their development plan.

# Process

# TRIO

**FRIO** 

DUO

### **Pre-program session (trio)**

Manager, Participant and Coach explore and clarify participant's current situation and priority focus areas. 45mins.

## Mid-program session (trio)

Manager, Participant and Coach review progress and goals. Manager provides observations, feedback and input. 45mins.

## **Coaching session 6**

Review and discuss progress and finalise ongoing development action plan to continue learning journey. 60mins.

# Participant and Coach explore current

**Coaching sessions 1 - 3** 

reality, goals and focus areas; identify potential actions; develop action plan. 60mins per session.

## **Coaching sessions 4 - 5**

Continue review, discussion and implementation as per previous coaching sessions. 60mins per session.

#### Post-program session (trio)

Review and discuss ongoing development plan with Manager and make final adjustments. 45mins.



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TRIO

DUO