Kitanovski & D2EM
Management and business
consulting, coaching and training.

Executive Leadership Coaching Program – Module 04

1. **Brief the executive before starting the coaching program.** An executive needs to be committed and motivated. The coaching partnership provides a solid context to make changes and implement developmental goals.

2. **Link company business objectives to the performance goals of the coaching participant.** Coaching does not occur in a vacuum. The company needs to see bottom line results in order for coaching to succeed. Coaching provides the greatest impact when the company's overall strategy, department needs and individual goals are considered.

3. **Gain support for the coaching engagement.** Without top management support, coaching becomes an exercise in futility. Lack of strong internal sponsorship by top management, key stakeholders, human resources and the executive's immediate boss is the number one reason why coaching programs fail.

4. **Positively position the coaching program inside the organization.** Without organizational acceptance, the executive is set up to be unsuccessful. Position the coaching program in the organization so that people have respect for the coaching concept, stand solidly behind it and actively support it

5. **Provide constant coaching updates, progress and success.** If management does not see clear progress, they may assume there is none. Throughout the coaching engagement, the executive will share weekly email progress updates with the sponsor, human resources, immediate supervisor, key stakeholders and other influential executives.

Each coaching session are divided into **four key sections**:

1. Introduction:
   In this first section, participants are introduced to the overall concept of subject and to the more specific area of leadership session.

2. Coaching exercises:
   This is the core part of the session. Participants are taught to identify potential improvement associated to the projects their clients seek executive leadership.

3. Presentation of existing best practice:
   Participants are provided with an insider view to how some leaders have already devised policies and standard procedures to analyses this "new" category of executive leadership, presented with examples of best practice.

4. Final debate:
   At this final stage of the day participants are invited to pool their thoughts in terms of what they consider to be the needs and next steps in order for their institution to be able to introduce or improve their executive leadership, environmental and social risk management systems.