

Executive Coaching Skills for Human Resource and Organizational Development Professionals

Strategies for Improving Executive Performance

Over the last decade executive coaching focused on leadership, business and organizational skills has been a key to growing executive leadership talent within a company. Whether for the purpose of growing future talent or improving existing executive capability, ongoing support delivered by in-house professionals offers a low cost sustained model designed uniquely for the scalable demands and requirements of the firm.

This knowledge- and skills-based course teaches a behavior-based model covering key communication, influence, feedback, human development and client contracting skills in the context of an in-house consultant providing support to company executives. The adult learning methods and exercises focus on creating new ways of thinking and behaving, leading to the participant's ability to adapt and integrate the techniques into their own unique environments.

Who Should Attend Any in-house consultant or staff member who is in a position to formally or informally coach, counsel or mentor executives, managers, high potentials and individual contributors. This is a program aimed at professionals where executive coaching is not their principle focus.

Course Length: 3 days

Student Materials: *Executive Coaching Skills for Human Resource and Organizational Development Professionals Participant Guide*, 300 pages



Benefits

Executive coaching employing internal staff provides the following benefits:

- Reduced cost and sustained support employing internal staff on a regular basis providing core coaching services
- Increased executive productivity
- Development of future leaders
- Enhance job satisfaction
- Reduce job-related stress
- Identify root cause of problems, enabling appropriate executive responses
- Increase sustainability of new employee integration
- Provide value-added, reflective counsel and sounding board to executives

Executive Coaching Skills for Human Resource and Organizational Development Professionals (cont'd)

What You Will Learn

- Define coaching goals that integrate the goals of the executive's business and leadership performance requirements
- Define goals for a specific communication and design the most effective methods of delivery
- Provide constructive feedback to influence sustained personal change
- Use techniques to positively influence how another person thinks or behaves
- Drive up your influence while lowering antagonism related to a very difficult and potentially emotional communication
- Design personal development plans that will support the long-term growth of the executive
- Develop expertise in conducting behavioral-based 360° interviews to collect data on performance within the context of the business environment, corporate culture and individual situations
- Analyze performance and feedback data to discern root cause, be it organizationally driven challenges versus executive skill issues
- Effectively listen and understand the content and emotional components of messages
- Apply concepts of neuroscience to an executive coaching endeavor
- Prepare and adapt influential messages to all the potential styles of receivers
- Create and send clear uncontaminated communications
- Create messages that increase the influence factor and lower the antagonism factor

