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WayAhead Senior Management Coaching

WayAhead coaching programmes are designed to give corporate and public sector leaders the extra edge they need to stay ahead in an increasingly complex business world. The greatest complexity however, is not in the intricacies of the industry or sector in which they work. **The real challenge of leadership lies in an ability to motivate and inspire a team or an entire workforce to perform at their fullest potential.**

WayAhead's customised coaching programmes provide senior managers with tools and behavioural adjustments that reinforce the trust and confidence of their peers and motivate their teams to perform at their absolute best. Examples of topics covered within a typical confidential coaching session are; communication skills, active listening, assertiveness, coaching skills, dealing with conflicts, understanding self, understanding others, effective meetings, presentation skills, dealing with self-limiting beliefs, shifting self-defeating mindsets and making tough decisions. WayAhead's most popular programme with our corporate clients includes the following:

- ▶ A pre-contract interview with the coachee.
- ▶ A pre-contract interview with the key stakeholders/sponsor.
- ▶ 12 confidential coaching sessions over a period of six months.
- ▶ Email follow-up after each session confirming commitments made by the coachee.
- ▶ A 360 assessment (either formal via an on-line instrument or by brief phone interviews).
- ▶ A Myers Briggs Type Indicator personality assessment (MBTI)
- ▶ Unlimited on-demand coaching (ad-hoc telephone coaching sessions as situations arise)
- ▶ Optional shadow coaching.
- ▶ Books that might be valuable and relevant to the coachee.
- ▶ A written interim report at the three month stage.
- ▶ Interim meeting with coachee and stakeholders at the three month stage.
- ▶ Summary report and recommendations at the end of the programme.

WayAhead coaching is deployed by organisations in a variety of situations such as;

On-Board Coaching ▷ assists newly hired or newly promoted senior managers to launch into their role with guidance and support from the Coach, enabling them to become an effective contributor and leader in less than half the time they would if left to sink or swim.

High Potentials ▷ often managers are seen as highly valued, skilled and competent in their field of expertise but something in their behaviour prevents them from being considered for a top level position. Coaching uncovers the problem areas and prepares the coachee for higher levels of responsibility by adjusting unsuccessful behaviours and building on strengths.

Coaching Performance Issues ▷ sometimes successful managers are promoted to executive level appointments and then fail because they cannot let go of habits that worked in a previous role but are counter productive in the new one. Coaching discovers where things are going wrong and helps the executive craft an action plan to develop and practice behaviours that will be successful in the new role.

Peak Performance Coaching ▷ many CEOs and other senior executives are keen to continuously improve their leadership skills and abilities. Although they may have immense sector knowledge and experience, they seek a way to reflect on their current performance and find new ways of shifting to an even higher level of leadership performance. WayAhead's assessment tools provide a useful benchmark for the executive, enabling him or her to see instantly where focus is needed. Follow on coaching closes the gaps they see in their current level of performance and behaviours.

Critical Transition Coaching ▷ upsizing, downsizing, merging, acquisition or being acquired are all periods of stressful transition and uncertainty. In these situations senior managers find working with a Coach as a confidante, sounding board and impartial advisor extremely valuable. Often the Coach is the only person with whom he can share thoughts and concerns with in the 100% confidential setting of a coaching session. Coaching support helps the executive make quicker and better decisions in times when speed and the ability to influence are paramount.

For more information on coaching and how to deploy it in your organisation contact Dennis Heath on **+65 9677 8043** for a free consultation.

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