
EXECUTIVE COACHING

At WayAhead Leadership Solutions we provide a service for executives and high-potential managers producing results well beyond those realized from straightforward training.

Training is an essential part of any employee's or manager's development. It provides the participant with the skill, knowledge and competencies to carry out the tasks that their role demands. But an educated manager does not necessarily make an effective leader. Why? Because so much of an executive's success or failure depends on leadership 'behaviour', not job competencies.

At WayAhead Leadership Solutions we provide solutions in the form of executive coaching. We use sophisticated tools to accurately measure a leader's effectiveness. Armed with the feedback from the measurement tools we are able to specifically target the behaviours that prevent the individual from reaching peak performance. Through a series of one-hour sessions, spread over a 6 month period, our experienced executive coaches take the client on a journey of self-discovery and self-realisation, progressively identifying negative behaviours and replacing them with positive ones. The manager is guided by the coach throughout the programme and will be challenged to try new behaviours and approaches that will improve performance in critical areas especially:

- Creating a vision
- Developing followship
- Implementing the vision
- Following through
- Achieving results
- Team playing

All these attributes have proven over time to be the crucial ingredients of an effective leader and it is these that WayAhead's instruments measure and that the individual will work with the coach to improve. WayAhead's coaching solutions can be successfully applied in the following situations:

- **ON-BOARD COACHING** - assists newly hired executives to launch into their role with guidance and support, enabling them to become an effective contributor much faster than they would if left to grapple with unfamiliar territory on their own.
- **HIGH POTENTIALS** - often managers are seen as highly skilled and competent but not viewed as leaders because of something in their style or behaviour that stands in the way of promotion. Coaching helps tackle those issues and readies them for greater responsibility.
- **COACHING PERFORMANCE ISSUES** - sometimes successful managers who are promoted to leadership positions fail, because they cannot let go of old habits that worked in their previous roles but are counter productive in the new leadership role. Coaching helps a leader identify where things are going wrong and partners with the executive to design an action plan that develops new and more effective leadership habits and behaviours.
- **DEVELOPING LEADERSHIP SKILLS** - strengthens emotional intelligence and interpersonal behaviours, thereby improving peer interaction and resolving conflicts that negatively impact organisational culture and performance.
- **STRETCH ASSIGNMENT COACHING** - creates a 'safety net' for executives who are given critical assignments with intense time, budget and outcome expectations.

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WayAhead Guarantee

At WayAhead Leadership Solutions we believe our clients should be assured of a positive result from Executive Coaching from the outset. That's why we set high standards for ourselves and adhere to a strict code of conduct that governs all our coaching assignments.

When you choose us to coach your executives, WayAhead guarantees the following:

- Experienced coaches qualified by recognised training institutions
- Programmes tailored to the needs of the executive and the company
- A guarantee of total client confidentiality
- Development of superior leadership behaviours
- Coaches who have worked in the front line of multi-national companies
- Face to face meetings at times and venues convenient to the client
- Telephone sessions if the client needs help whilst overseas
- Coaches with international and multi-cultural backgrounds
- Unlimited brief telephone sessions to tackle immediate challenges
- Coaching for maximum performance
- Practical action plans designed for maximum impact in the workplace
- A 360-degree feedback exercise using a well proven instrument
- Honest and direct feedback to the client to uncover blind spots
- Option to extend an initial programme on a monthly basis
- Adherence to the International Coach Federation Code of Ethics