

## Executive and Management Coaching

Executive and Management Coaching services offered by Seven People Systems is aimed at creating productive managers and employees contributing to improved performance, better staff retention, greater productivity, and increased profitability our client companies.

Progressive leaders recognize that coaching and coaching services deliver tremendous results for leaders and managers committed to growing and developing their key people in order to stay competitive. After all, a paycheck isn't the only thing people want from their jobs.

Executive and Management Coaching provides one-on-one coaching by a coach certified by the International Coaches Federation.

Executive and management coaching establishes a relationship based on trust, collaboration, and integrity focused on the needs and growth of the executive in a context that has high performance expectations.

Our trained, certified and experienced executive coach works on a one to one basis with executives and organizational leaders.

This service is available in person or by telephone scheduled to meet the executive and manager's timetable.

### 1. Business Coaching

Seven People Systems will work with senior management to design a strategy to move the business forward via a coaching approach.

- Coach facilitated business and strategic planning sessions.
- Individuals are coached through the process during and between meetings.
- Coaching focuses on identifying barriers to implementation and steps to ensure the success of the plan.

### 2. Performance Coaching

Supportive coaching with individuals who require a shift in performance.

- Coaching to establish clearly measurable outcomes.
- Coaching alignment between corporate objectives and individual performer skills.
- Coaching to remove gaps.

### 3. Success Coaching

Coaching which looks at the whole person and creates a greater level of success in their business and personal life.

- Coaching fast trackers to optimize performance and accelerate career development.
- Working with new leaders preparing to step into greater roles and with experienced leaders to achieve more effectiveness.
- Identifying and optimizing strengths that increase the executive's ability to be successful.

## EXECUTIVE COACHING

### 4. Team Coaching

Coach(s) work with the strengths of teams to understand how they can achieve their best while working through a coaching approach.

- Team coaching is best used to enhance team performance and results, increase team effectiveness and improve team communication.
- Coaching is available for individual team members as well as the entire team.
- Specific coaching of the team leader allows more effective performance by the entire team.

### 5. Leadership Coaching

The coach works with new leaders preparing to step into greater roles and with experienced leaders to achieve more effectiveness.

- Establish clarity about competencies required for leaders required in the organization.
- Coach leaders through feedback concerning their abilities.
- Coach leaders to identify their unique contribution and enhance their strengths.

### Assessments

Assessments are offered as a service for establishing a platform for performance coaching.

- 360 assessments analyze feedback collected from the executive or manager's co-workers for the purpose of leveraging relevant executive competencies.
- Life Styles Inventory uses the LSI model from Human Synergistics International.
- Group Styles Inventory (GSI) uses the GSI model from Human Synergistics International.
- Specific assessment tools are selected based on company objectives.
- Experienced, certified coaches administer all assessments.

### EXECUTIVE COACHING – ROADMAP OF COACHING PROCESS

