



Career Coaching

Helping organisations
support individuals through
career change

The Executive Coaching Consultancy Ltd
"Founding Organisational member of the Association for Coaching"

Business Climate

In today's climate of unprecedented financial turmoil, you may be about to take action to reshape your organisation, restructure your teams and redefine your business focus.

Inevitably, there will be individuals directly affected by these changes. As a responsible employer, you will want to equip your people to handle these turbulent times and help them to take positive action in the next stage of their career.

Our depth of experience as executive coaches has led us to create new approaches to career development and outplacement that are critical for these situations.

Career Coaching

As one of the first executive coaching organisations in the UK, we are expert in helping people through career transition. Our unique insight into what characteristics and behaviours make individuals successful in today's business climate enables us to offer a sharp and pragmatic focus.

For senior executives we provide tailored 1:1 coaching and for middle and junior employees we provide a cost effective workshop approach.

Benefits to your organisation

By offering career coaching to your employees you will:

- Provide a smoother transition for individuals into/out of teams and the organisation resulting in less overall disruption to your business.
- Provide a positive focus for your employees, helping them to achieve greater clarity and ownership of their future.
- Stabilise the productivity of the business keeping morale as high as possible in such difficult times.
- Protect crucial talent.
- Promote your image as a responsible employer proving that you value people despite the commercial decisions you need to take.

Benefits to the individual

Individuals going through major career changes benefit from career coaching by taking the opportunity to:

- Discuss their current career stage, and motivations with someone who is independent of the organisation.



- Explore and understand the change process, how they might currently be feeling and the consequences of this.
- Review their CV, take stock of their successes, explore their qualities, strengths and weaknesses and recognise their key talents.
- Identify options for the short, medium and long term, reflecting both on career direction and personal life.
- Think clearly, make decisions and plan to take positive action.

Our Programmes

1:1 coaching

Typically, a three-stage programme within a short timescale which reflects the need for fast and effective decisions during a period of transition.

The exact content varies with each individual's needs, but in general involves:

Phone Consultation

This call enables the executive coach to gain an understanding of the individual in advance.

The focus for the first session is agreed and any preparation discussed.

Session One

The current situation is discussed along with the decisions and challenges ahead. Diagnostics are used to help the individual build a clear and objective picture of where they are now. Questions and reflective exercises are used to help explore options. The coach provides tips and techniques to help with the practicalities of the change.

Session Two

Held two to four weeks later to allow the individual to consider and build on the initial discussion, and complete any related research or exercises. The executive coach will help the individual to review progress and focus on further practical actions.

Workshop

A half day event for up to 12 participants helping them to take stock, clarify marketability, identify options, and make use of practical resources. There is also an option of an afternoon 'surgery' of 30 minute consultations for each individual.

The Career Development Resource Guide

Every individual receives a personal copy of our comprehensive, practical guide built up from our extensive experience in this field. The guide is packed full of further resources for the individual to use in their own time.



The Executive Coaching Consultancy Ltd
was established in 1994 to provide one-to-one coaching for busy executives. Our current client list comprises a broad range of blue chip companies with a special emphasis on the retail, legal and financial services sectors.

If you are interested in discussing a coaching programme for individuals in your organisation who face a major career change please contact:

Debbie Moore

debbie@exec-development.co.uk

or

Kate Buller

kate@executive-coaching.co.uk

The Executive Coaching Consultancy Ltd
125 High Street Kensington
London W8 5SF
Tel: 020 7795 6556

www.executive-coaching.co.uk