



Executive Coaching Overview



WENTWORTH
Enjoy your working life



Why Invest In Executive Coaching

Executive Coaching has been a component of Wentworth's offer for over 15 years. Our focus is to provide one on one coaching to support the continued personal development of both high potential and high performance executives. From our experience, we know that individual coaching is a key ingredient in any leadership development initiative, whether part of a wider development program or as stand alone development for an individual. The opportunity for an executive to be positively challenged in a trusting and entirely confidential relationship with a qualified coach can be invaluable to assist personal growth.

You will almost certainly have executives who could do with some extra help. Coaching allows us to work with individuals in a way that is simply not possible in a group session.



When To Use Executive Coaching

Executive coaching is an ideal solution for any senior person looking for guidance, objectivity and challenge. Typical situations are:

- Executives new in a role – our onboarding coaching package provides specific assistance in a senior executives' first 100 days
- Executives facing considerable change
- Executives who have recently received 360 feedback and need to act on that feedback
- Executives operating remotely from other senior people in their organisation
- Executives who need some remedial help that would benefit from an external perspective
- Executives who have completed extensive workshop-based formal development and would now benefit from more focused 1:1 development

An executive coaching program is customised around the needs of each Executive.



The Coaching Process

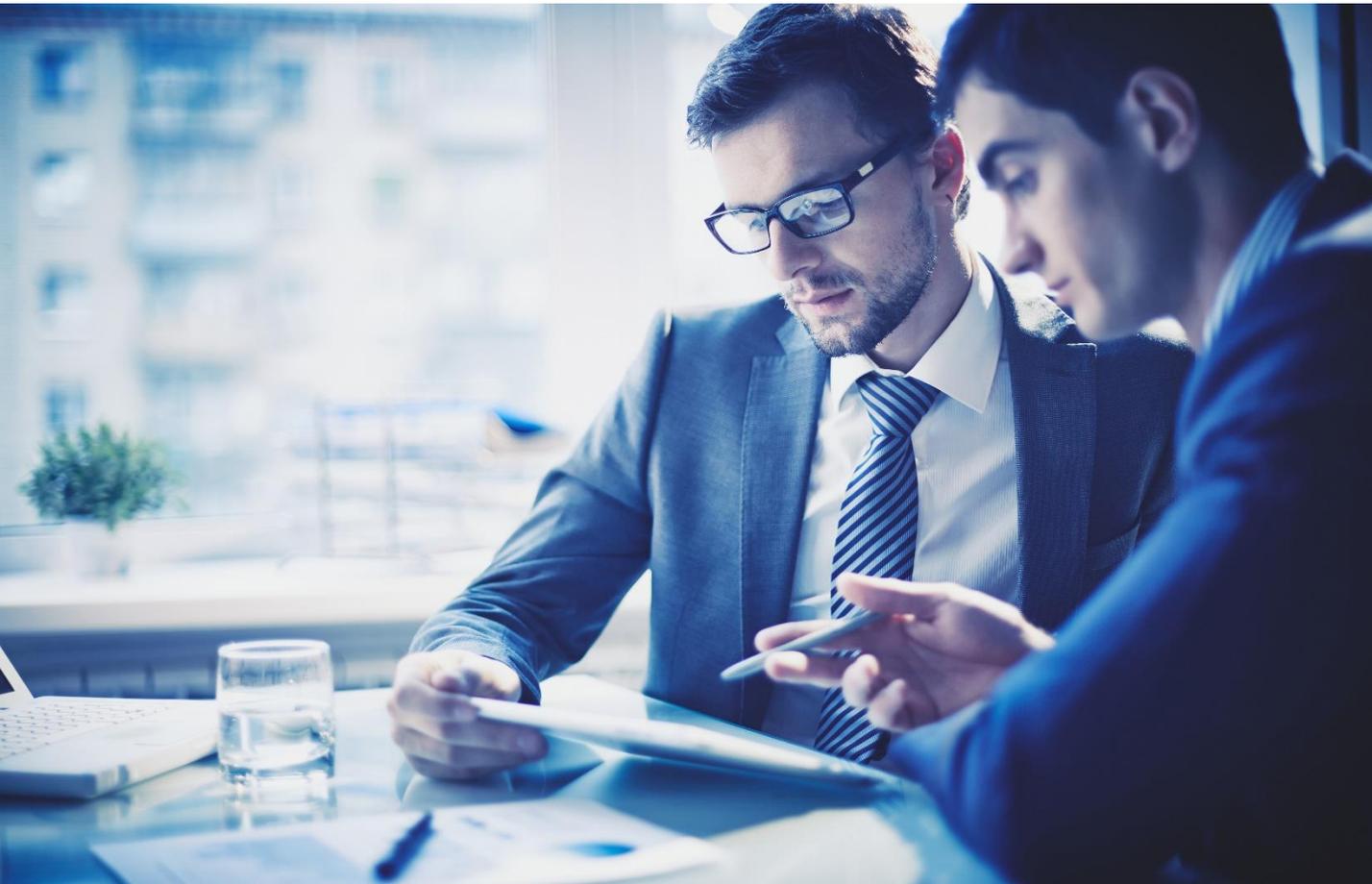
Specific Steps to set up and deliver the coaching:

- 1. Initial meeting between prospective coach and sponsor (usually the sponsor is the 1 up manager).** This is to allow a full conversation on the requirements of the coaching, the background to the person being coached and for the coach to explain their approach and way of working. We also recommend that a formal 360 feedback process is initiated to provide current information on the coachee and benchmark progress after the coaching is completed.
- 2. A chemistry meeting** is held with the executive and the coach – simply a meeting over a coffee/phone/skype to establish an initial relationship, answer questions, set expectations and agree a process.
- 3. 3 way alignment.** This is an important part of the process where all 3 parties align on the brief. It is vital that the coachee understands the objectives and agrees the areas of focus. It's also important that the sponsor is transparent around the brief they are giving the coach. This is also the part of the process when we agree how the effectiveness of the coaching will be measured.



The Coaching Process

- 4. Individual coaching sessions .** This would involve six one-to-one sessions with the coach, over a 3-6 month period. We have put some detail of the coaching process on the next page. Our belief is that developmental coaching usually runs for 2 rounds of 6 sessions.
- 5. Sponsor debrief and results review.** we would expect to check in at least twice during the coaching process with the sponsor of the coaching, midway and at the conclusion of the final session. The coaching conversations are confidential, so the ½ way check in is simply to let the sponsor know all is going well and this would be done over the phone. The discussion at the end is ideally done face to face and have all 3 parties in the room to discuss outcomes against the objectives set and the next steps. A second 360 process may be undertaken here to compare progress against the initial 360 process.



Introducing Wentworth People

We're a business partner that helps clients evolve and change for the better. That could be at a personal level through developing new skills, or at an organisational level to change culture and drive success.

We've been around 25 years, have offices in Sydney and Singapore, with a network of consultants based in across Asia (PRC, Hong Kong, Bangkok, Jakarta and KL). We also have strategic partnerships in New Zealand, Japan and the UK. We have a track record of delivering results for MNC's, regional and local businesses in almost every business sector. We're also great people to work with.

Our point of difference is primarily linked to how we work and why we work. Clients choose us for practical ideas and implementation; for our ability to be agile and flexible; for our service ethos and the desire to create lasting change. Finding a good partner to help work with you to develop, design and deliver change or leadership programs, build stronger cultures, facilitate at conferences and offsites, coach senior executives and help your organisation evolve and change is not something you'd trust to chance.

All our clients are looking to develop the capability of their best people, build leadership and management strength, improve business performance and a create a great workplace that both attracts and retains great people and that's where Wentworth can help. Current clients include NAB, DentsuAegis, Sony Music, GSK, Lonza, Cisco, Natixis, Scripps and Partners Group.



Some of Our Coaching Panel



**Richard Wentworth Ping -
Sydney**



Britta Van Dyk - Sydney



Yvonne Yam - Hong Kong



Lin Tan - Singapore



Andrew Silberman - Tokyo



Ina Katili - Jakarta



**Audrey Schroeder -
Shanghai**



"Viji" - Mumbai



Elaine Quek - Singapore



Contact:

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