

“Coaching is a search for meaning - a way of accessing the deeper motivations of clients for ethically sustainable, high-value performance”

Peter Webb

B.Econ.Hons.(Org.Psych.), B.Nat.(N.D.),
M.Appl.Sci.(Coaching Psych.)

Master Coach, Psychologist and Consultant, author of “Coaching for Wisdom: Enabling Wise Decisions” in: D.B. Drake, D. Brennan, and K. Gørtz (Eds.) (2008), *The Philosophy and Practice of Coaching: Insights and Issues for a New Era* (pp. 161-176). San Francisco, CA: Jossey-Bass.

www.intentionalwisdom.com



© 2008 Melbourne Headshot Co.

Executive Coaching

Coaching for Wise Decision Making in Business and in Life

Benefits

- Improve your handling of business processes, people, and teams.
- Enhance your skills in performance management and motivation of others.
- Develop your *authentic* leadership capability.
- Get clarity of thinking without self-deception.
- Better understanding and practice of the various components of *Emotional Intelligence*, such as self-awareness, self-regulation, social-awareness, and relationship management.
- Discover new ways of seeing your world – strategically, politically, or dynamically.
- Explore work-life balance and career-critical intentions.
- Enhance your *wise decision making* for overcoming dilemmas in business and in life.
- A safe and ethical reflective space from which to review problems and their potential solutions.



Comments from Others

“Coaching has been very useful. Confronts my own thinking about myself and how I handle things. Enjoyed it immensely!”

Prof. Bruce Pussell, Chairman, Division of Medicine, Program of Oncology, Emergency & Medicine, Prince of Wales Hospital, Randwick

“Our interaction has touched on a lot within a short time. (I would) definitely (unreservedly) recommend this to others.”

Andrew Callander, Executive Director, Student Services, Charles Sturt University, Wagga Wagga

“(Coaching) helped me to get much more focused on what I needed to do. Clearer feedback from someone not enmeshed in the politics.”

Dr Kate Wilson, Flagship Director, Wealth from Oceans, CSIRO

“Able to confront who I am and what I want. Sense of a new horizon and a wider perspective.”

Veronica Atley, Reinsurance Claims Manager, IAG

“An enlightening experience! (I will) carry with me these new aspects of self-awareness and understandings.”

Jonathan Swain, Partner M&A, Clayton Utz

“I’ve got far, far better at delivering critical feedback (and) better at getting alignment with support partners.”

Greg Lapham, Head of Leveraged & Acquisition Finance, NAB Capital

The Case for Executive Coaching

Executive coaching has emerged over the past decade or so as a way of responding to compelling needs in the market place:

1. The fast-paced, complex, globalized business environment which demands an ability to learn and adapt quickly. Coaching has become popular in helping individuals adjust to major changes in the workplace.
2. The trend towards flatter organization structures, with networked and matrix-type information flows and more team-based engagement. This requires large step-changes in skills, responsibilities and performance. Coaching can support individuals in achieving these changes.
3. Coaching offers a flexible, responsive approach to development, which can be delivered individually, and specifically tailored to overcome deficiencies in current performance or to strengthen under-developed skills.
4. Increasing demands for leaner, more cost-efficient and accountable public and private organizations magnifies the costs associated with poorly performing senior managers and executives. Coaching provides organizations with an opportunity to undertake proactive interventions to improve their performance.
5. "It's lonely at the top". a coach can be used to provide a "safe and objective haven" to discuss issues and collaborate on leadership strategies without the political influence that would necessarily come from discussions with colleagues.
6. The demise of "jobs for life" and the rise of the "portfolio career" have given rise to an increasing demand for lifelong learning opportunities. Executives must now take greater responsibility for their personal and professional development. Coaching has the ability to support different learning styles and can help individuals identify development needs, plan career progression, and support wise decision making.



ITC Executive Coaching Programs

- Valid and psychometrically rigorous assessment, typically [the Hogan Leadership Forecast](#) or [the MLQ 360](#).
- Assessment debrief (2 hours).
- 4-10 hours of coaching (hourly sessions, 2-3 weeks apart ,over 2 - 6 months).
- Off-site venue if preferred.
- Subscription to the bi-monthly "[Successful Intentions](#)" e-newsletter for the duration of coaching.
- Access to [members-only leadership coaching models, questionnaires, and frameworks](#).
- Email and phone support with 24-hour turnaround of requests for assistance.
- Program fee + agreed costs.

Contact:

ITC Pty Ltd.
P.O. Box 148
Camperdown NSW 1450
Australia

Ph: +61 (0)419 418 096
Fax: +61 (0)2 9518 5004
E: info@intentional.com.au

<http://www.intentionalwisdom.com/>