

Executive Coaching Service

Access our team of highly qualified executive coaches

Executive Coaching is one of the most versatile and powerful change management tools available to organisations today. The provision of executive coaches as part of a well designed and integrated executive coaching programme will provide you with outstanding results that ensure maximum Returns On Investment.

It will help you:

- facilitate the change in attitude and behaviour to ensure your people deliver the desired results
- develop the talent and potential of your leadership
- improve the performance and effectiveness of your managers
- significantly improve the culture and therefore motivation of your people

You need the best levers – we will provide you with the best coaches

You are guaranteed quality because we are one of Europe's most highly respected, informed and innovative providers of expertly trained executive coaches. You are guaranteed high standards because we are the European leaders in the application of professional standards. Our coaches have all completed extensive training programmes that are accredited by the International Coach Federation, European Mentoring/Coaching Council and Middlesex University. You will achieve your strategic objectives because our executive coaching programmes are tied into your business imperatives and ultimately contribute to bottom line improvements.

Coaching Services

We will partner with you to grow your talent and to build effective teams that will deliver your vision and goals. We offer:

Diagnostic Service

- organisational consultancy to assess your current coaching needs, objectives and activities, benchmarked against other organisations. This process enables you to achieve a bespoke programme tailored to meet your
- strategic goals
- MBTI, 360, and other development tools are utilised to identify the need for coaching, training or other development activities to ensure success.

Provision of high calibre coaches

- You will be provided with unique access to 42 highly trained and experienced coaches. Each will have extensive commercial/ organisational experience and the ability to achieve exceptional results with your executives

To achieve exceptional results, each AoEC coach will have developed:

- a coherent coaching model – your executives will achieve their goals through a coaching process based on tried and tested theories, principles, values and practice
- confidence in achieving results – success is ensured based upon their skill, knowledge, personality, scope of their model and their own organisational experience
- clarity in assessing clients – understanding your executive's business & personal requirements to ensure a good match and 'chemistry' to produce a productive, confident, professional environment

Executive Coach Matching

- a highly experienced AoEC coach manager will meet your executives to individually assess their development needs and identify the most appropriate coach.
- your executive will choose their coach from a shortlist of between 1-3 coaches recommended by the AoEC coach manager. This process ensures a successful outcome to the coaching assignment
- 1:1 or group briefings to ensure individual executives leverage maximum benefit from the coaching relationship, and return on investment for the organization

Coach Management

- we work with your executive, their line manager, senior management and HR to ensure that the coaching needs of the executive are aligned to business priorities, and ensure achievement of specific organisational objectives
- your AoEC coach manager will provide coach supervision and monitor coach performance. Opportunities for organisational learning will be fed back to the organisation to ensure continued performance development

Evaluation of Coaching

- the AoEC will facilitate you to identify the standards and measures that you want in place in order to evaluate any coaching programme. The AoEC understands the importance of ROI
- your AoEC coach manager will provide feedback on a regular basis to senior management while also monitoring the performance of coaches
- a review meeting is held at the end of each assignment to analyse and evaluate the outcomes of coaching with the desired objectives and calculate the Return on Investment

To speak with us about how AoEC Coaching Services can help assist with any aspect of your organisation's coaching needs, please contact:

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