



# Executive & Leadership Coaching



Individuals | Groups | Teams

**The world today requires an agile workforce in which there is speed over certainty, abundance mindset over scarcity, collaboration over silos and empowerment over control. This requires our leaders and teams to grow, to be agile and to be innovative.**

**Coach Studio provides a clear coaching process, certainty of high international level of professional standards and credentialing, global experience as well as taking a common sense approach in partnering with you.**

## What is Coaching?

- The process of coaching is a series of confidential sessions with an outcome focus which builds on existing strengths to achieve the results you need. We work with you on your vision and purpose to create transformational coaching experience. Coaching can take place in person or virtual and can be one to one, group / team coaching or both.
- Not all coaching is equal, which is one of the biggest challenges facing organisations in selecting coaches. Our coaches are credentialed to an international professional standard and abide by the International Coach Federation's Code of Ethics providing our clients with certainty of a high professional standard.

## Value, Impact and Effectiveness of Coaching:

- Leadership development and performance
- Dealing with the difficult issues of leadership
- Increase level of employee engagement
- Improve communication and relationships
- Building of a coaching culture
- Reduced attrition
- Improved team work
- Increased self awareness, confidence and resilience.

## Applications

- To embed leadership programs – coaching to integrate skills and behaviours to give more value to the program.
- Leadership development – supporting leaders to identify critical changes to be more effective, agile and resilient.
- Thinking partner. Time to think on what's going on, reflect, have an confidential sounding board and have someone who asks the tough questions and helps overcome old patterns and fears.
- Coach mentoring for the development of internal and external coaches and leaders as coach.
- Transition coaching – helping leaders to transition in a new role, organisation or new career path.
- Leadership development – supporting leaders to identify critical and desired changes to be more effective and agile and meet today's changing needs.
- Profiling tools to enhance self awareness, learning and developmental growth. We use a range of profiling tools such as The Leadership Circle or work with your existing ones.

**At the heart of our coaching methodology is a partnering in a confidential, creative and thought-provoking process that supports you to broaden awareness, confidently explore and pursue new ways of thinking and doing with greater resilience in the face of growing complexity and uncertainty.**



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## Process

Our experience demonstrates that the most effective coaching initiative is when the organisation is involved in identifying the purpose of coaching, the intended outcomes and supporting accountability.



## Research

According to the 2014 ICF Global Consumer Awareness Study, commissioned by the International Coach Federation (ICF) and conducted by the International Survey Unit of PricewaterhouseCoopers LLP, the top five reasons consumers cite for participating in a coaching relationship are:

1. Optimising individual/team work performance (42%)
2. Expanding professional career opportunities (33%)
3. Increasing self-esteem/self confidence (31%)
4. Managing work/life balance (27%)

“Inta was absolutely brilliant! She was always agile to respond to my unique needs and specific professional circumstances. I trusted her completely to share my personal vulnerabilities and self-identified failings which she interpreted in order to enhance my insight and therefore professional capacities. Inta also stretched me beyond my comfort zone, which I appreciated immensely. I now use the concept of ‘stretching’ my team to achieve beyond what they imagine is possible and its been really successful and joyful.” - Manager, SBS

“Inta was the best Coach – really living her craft and guiding gently into realisation that will have a long term impact.” - SBS

Get in touch with me if you would like to know more about how coaching can help you or if I can be any support. Always happy to meet over a coffee or tea.