

Creating Leaders Who Succeed in a Climate of Change

EXECUTIVE LEADERSHIP COACHING FOR SENIOR TEAMS

The Secrets of Harnessing Senior Executive Talent

Are you a CEO or senior executive faced with the challenge of leading your organisation to new levels of performance in a constantly changing environment? Are you unsure of your senior leaders' capacity to model the behaviour and values that will get you there? If you want the certainty of a senior team that can deliver results, then this executive-leadership coaching program could be just the thing for you and your senior team.

Why choose executive coaching over an MBA or other training?

Such post-graduate education as an MBA helps people to achieve business results by gaining a deeper knowledge of business management tasks. Executive coaching certainly doesn't take the place of an MBA. What it does instead is provide you with a skilled coach who challenges you to produce better results by applying your knowledge, experience, and leadership values more effectively to your job, business, career, and personal matters.

Our executive coaching program adds another powerful dimension that no MBA offers. Your first responsibility as a senior leader is to drive business results through people, and this program coaches you how to improve your ability to hold people accountable for delivering results enormously.

Organisations succeed, stagnate, or flounder depending on whether their leaders hold people accountable for producing results. Value leaks from organisations in proportion to how far their leaders fall short in doing this.

“The insight I gained into myself from Di's coaching was truly eye opening. I gained clarity with regard to my strengths, and more importantly, discovered areas of potential improvement that I was previously unaware of. Once identified, small changes was all it took to produce significant positive results. I highly recommend Di's coaching to people who are serious in exploring continuous self improvement.”

[MARK MIGALLO]

ANZ Channel Development Manager
Sun Microsystems

What are some of the specific issues this executive coaching program addresses?

Our executive leadership coaching program helps leaders to:

- examine their organisational habits and leadership behaviour so they can understand how these either help to achieve their objectives or undermine them;
- renew and refresh their personal energy, drive, and motivation by embracing their natural talents and strengths;
- address problem behaviour within their organisations with greater skill and compassion;
- uncover what conversations they aren't having in their businesses and what that's costing them;
- greatly improve their capacity to build trust and engage in open and honest communication with their colleagues, staff, and other stakeholders;
- create a more positive, high-performing organisational culture in which people want to work;
- understand whether they're walking the talk as individual leaders and as members of their leadership team – and to fix it if they're not;
- drive change that lasts the distance;
- improve their confidence in being trusted and competent leaders who deliver results; and
- implement success strategies for the first 90 days in a new role.

How does this executive coaching program work?

Unlike training programs that primarily teach new knowledge and skills, our executive coaching program helps you to acquire the insights and ways of behaving that you need in order to sustain personal and organisational change over time. In order to do this you and your coach enter into what is usually a six-month coaching agreement. We also find that our program has the greatest organisational impact when we work with all the members of a senior team, although we also work with individual executives.

“Thankyou for your contributions to our ... project, HR strategy, change management program and communications. I have been personally enriched through our collaboration and believe that I have amassed a great wealth of experience from your practical thinking, sound advice and the specific knowledge you have shared around how to successfully conduct a major change program.”

[KEN TRUE]

CEO
Fiserv Solutions of Australia

“Di ... has a knack for bringing broad concepts of social change and applying those concepts to the business world. Her excellent book, A Climate for Change, uses global warming as the springboard into analysis of what does and does not work in many corporate change initiatives.”

[IAIN HOPKINS]

Editor
Human Capital Magazine

Over the course of six months, you'll meet with your coach on twelve occasions for several hours once a fortnight. You'll also liaise in between sessions to keep on track, and work together to:

- establish the personal, professional, and business goals you'll want to achieve by the end of the program,
- explore your own leadership and organisational habits, examine what occurs between sessions, learn from it, and determine a clear way forward in creating the next steps for increasing your performance,
- fast-track your goal-achievement in an environment of challenge, support, encouragement, and accountability, and
- experience personal growth in a situation in which you feel safe about making mistakes, learning, and maturing through a change process that benefits you and your organisation.

We also offer leadership development seminars and team dynamics profiles to supplement the executive coaching experience.

What differentiates our executive coaching program from others in the market?

Accountability.

The best-performing businesses have smart leaders who understand their responsibilities and strengths with absolute clarity. Such leaders delegate things at which they don't excel and lower-value activities – to even smarter people. They then make every effort to remove any obstacles obstructing their people's efforts to do their best.

These leaders know what the research tells us, which is that their most important leadership skill is their ability to hold people accountable for delivering results, a skill in which most leaders are weak. This is the foundation of our approach, and we offer masterful coaching that we support with world-leading leadership profiling tools and an online learning platform.

Our approach supports the development of other key leadership traits that research has demonstrated tend to produce the best leaders for improved performance and sustained organisational and behavioural change. These include:

- creating trust and driving sustained organisational change,
- assuming complete responsibility for your thoughts and actions,
- building a corps of followers of your vision,
- pursuing personal growth and development,
- confronting problem behaviour with openness, honesty, and compassion, and
- walking the talk as an individual, and as a cohesive member of your senior team.

We hold you accountable – by helping you to hold others accountable for delivering results!

Your Coach – Di Worrall.

Di Worrall is your coach for this executive coaching program. Unlike many other coaches and trainers you may consider, Di knows what it's like to be a senior executive who is responsible for leading people in organisations through times of profound change and upheaval. With more than 20 years of experience, she has a track record of success with large organisations in both the private and public sectors, and more recently as a change-management specialist, executive coach, and author. Some say Di has so much to offer because she's broken through the corporate glass ceiling. Perhaps even more significant for her coaching clients, however, is the insight that her fair share of real-life horror stories offers.

Find Out More About Creating Leaders Who Succeed in a Climate of Change

For a confidential discussion about discovering whether an executive-leadership coaching program would make a difference for your organisation, call **02 9599 6791** now, or email di@humanresourceschange.com.au



“ [Di's coaching has helped me to find] a more solid concentration of priorities, closer scrutiny of the business, ... more confidence to make better decisions, [and] more confidence in myself. ... You have respect for everyone, and see the best in everyone. ”

[PAULA JANDEY]

Director
Europe Imports, Pty Ltd.

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