



SENIOR EXECUTIVE COACHING

Rosemary's coaching approach travels through several phases:

Initial assessment: exploring together the executive's leadership development needs.

Gathering information from diverse sources: In order to learn how the executive responds in different situations, Rosemary interviews the executive's direct reports, peers, more senior people and significant others. This information & insights about the executive's leadership behaviour are captured in a feedback document.

Feedback review and development of a plan: Rosemary reviews the feedback with the executive and, together, they develop a plan that articulates the issues to be addressed and the ideal frequency of coaching sessions.

Ongoing coaching: Successful coaching requires the executive and coach to be open, reflective and direct in their interactions with each other. Advice is rarely given. Rosemary's process is more one of helping the executive broaden and refine his/her leadership repertoire. A coaching relationship can be as short as three sessions and as long as several years.

I'm often called upon to coach high-potential senior executives who are making the transition to roles of greater responsibility. They tell me how valuable it is to have an objective third party with whom they can explore how to be more effective.

Rosemary Grieve