

Catalyst Executive Coaching

2 day
Course

Executive Coaching Catalyst Executive Coaching was created to meet the need for organisations to develop coherent strategies for coaching that ensure maximum returns to the business.

We provide a highly effective coach brokerage service to support organisations in maximising their returns in executive coaching covering five crucial areas.

Organisations can access any or all of the services below, dependent upon their need:

- Diagnostic service
- Provision of high calibre coaches
- Executive coach matching
- Management of the coaches
- Evaluation of coaching activities

Diagnostic Service We undertake organisational consultancy to assess your current coaching activities and your own organisational objectives. We then identify the necessary steps to achieve your coaching goals.

Provision of Coaches Through Catalyst People Finder we have unique access to highly trained and experienced coaches who have undergone extensive training and accreditation through Catalyst Coaching endorsed by the Institute of Leading and Management (ILM).

Each coach has developed:

- A coherent coaching model - based on tried & tested theories, principles, values and practice
- Confidence in achieving results - contracting to be successful within the scope of their model
- Clarity in assessing clients – in both their business & personal requirements to ensure a good match & 'chemistry'
- Congruence between personality and practice - to produce a relaxed confident atmosphere and ease of expertise

Executive Coach Matching We meet with executives to assess their development needs and to ensure coaching is the most appropriate intervention.

We select against coach profiling tools and standard criteria to identify a shortlist of 1-3 coaches who may be suitable. This enables the executive to choose the coach they feel most appropriate to their needs. This process greatly enhances the potential for a successful outcome to the coaching assignment.

We conduct 1:1 or group briefings to executives to ensure they understand how to leverage the maximum benefit from the coaching relationship.

Coach Management We work with the executive, their line manager, senior management and HR to ensure that the coaching needs of the executive are aligned to business priorities to ensure achievement of specific organisational objectives.

A lead coach is often appointed to provide supervision and monitor coach performance. Opportunities for organisational learning are fed back to the organisation to ensure continued performance development.

We are also able to supervise your internal coaches to support their continued development and ensure the higher standards of professional coaching within your organisation.

Evaluation of Coaching We provide guidance on the relationship between the coach and the organisation to ensure that effective monitoring and assessment of the outcomes of any coaching work are regularly reviewed.

We work with you to identify the standards and measures that you want in place in order to evaluate any coaching programme. An appointed coaching 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 discuss and compare the outcomes of coaching with the desired objectives.
