



## Executive Coaching

### Business Driver

Coaching is a powerful process which allows an individual, a team and an organisation to unlock potential through self awareness and action. According to the International Coach Federation Global Coach Client Study of 2009, 19% of respondents indicated an ROI of at least 50 times their investment in coaching and a further 28% saw an ROI of over 10 times their investment. The median ROI was 700% indicating that a company can expect a return of 7 times their initial investment in executive coaching.

### In a Nutshell

A programme of executive coaching is likely to comprise 4-6 two hour sessions over period of six months, although this can be tailored to suit the individual. Clients can choose the best coach for their needs from the extensive pool of accredited coaches working for 121partners. Working with a coach from 121partners creates a unique relationship which is objective, judgement free, confidential and without hidden agendas. It provides space to develop your ideas, uncover solutions and turn pressure, frustration, self doubt and fears into focus, motivation, assurance and real achievement.

Examples of topics appropriate for executive coaching include building specific leadership behaviours, role transition, conflict management, managing change, work/life balance and cross-cultural challenges.

### Advantages & Benefits

121partners is unique in being able to offer an international pool of accredited coaches with strong corporate backgrounds. Our coaches work to a common set of ethics and competencies as defined by the International Coach Federation.

Our coaching process ensures a disciplined approach that keeps all stakeholders involved, aligns with HR best practise and measures return on investment. This means that our clients can rely upon a consistent and professional service aligning individual and business objectives.

### Case Studies

121partners has coached over five hundred senior executives over the past four years. This includes Board level leaders in FTSE250 organisations in countries such as UK, Sweden, Holland, Norway, France, Malaysia, Germany, Australia, Portugal and the USA.

We are members of the International Coach Federation and host the 'Henley Group' – a networking group for HR leaders who are passionate about coaching. The 'Henley Group' influences major topics in executive coaching such as supervision, accreditation standards, ROI and alignment with HR best practice.



### Testimonials

*"I appreciate not only your time, but more importantly your emotional commitment - very few people could have had the conversation we had in Lisbon"* - CEO

*"The biggest benefit has been creating space for thinking and impartial discussion. This brought clarity and focus"* - CEO

*"The coaching has significantly assisted me in handling difficult issues with the team members. It has changed my approach and enabled me to assist colleagues in a much more structured, supportive and thorough manner"* – Sales Director