



Fully Leveraging the Senior Executive Role

An Introduction

Fortune, Business Week, and Fast Company all agree—the role of the senior executive is harder than ever. The competition is fierce and global, job security is nonexistent, and the demand for innovation and personal learning is higher than ever. A trusted advisor who understands what it's like and who has worked with executives from a variety of organizations and industries can provide the kind of support that makes a difference.

Description

Customized, senior-level coaching focuses on a range of needs, driven by the challenges the executive faces:

- Balancing short-term and long-term issues
- Developing leadership versatility to meet organizational needs
- Projecting executive poise, presence, and impact to diverse stakeholders
- Translating strategy into organizational execution
- Fostering personal credibility in a cynical, media-driven environment
- Leading globally
- Making tough choices

How It Works

Coaching is customized to the leader's agenda and availability. Coaches bring an objective viewpoint, challenging questions, best practices, and exceptional expertise in leadership. The coaching process focuses on:

- **Insight:** As partners in the development process, the coach and leader gather the data needed to fully understand the leader's current organizational effectiveness and priorities for learning.
- **Motivation:** Driven by the senior leader's agenda, coaching focuses on the areas of greatest value to the leader.
- **Capabilities:** Whether through reflection, observation and feedback, dialogue, or specific skill building, the coach and the leader strengthen the capacity of the leader to more effectively guide his or her organization.
- **Real-world Practice:** Coaching provides a forum for the leader to translate goals and objectives into consciously chosen behaviours and decisions.



- **Accountability:** Typically, the coach and leader meet for about four-hour sessions for the first few months. This block of time ensures that the executive has the opportunity to slow down, reflect, and focus on key issues. These evolve to shorter sessions in a variety of venues, continuing the dialogue and learning while focusing on both immediate challenges and long-term priorities. The engagement varies from several months to an ongoing relationship.

Best Suited For

Virtually every senior executive can benefit from working with a coach who understands what it's like to work at this level, who cares about them, and who is committed to their success. Some examples of how other senior executives have benefited from partnering with Simply Life India include:

- Executives with specific developmental needs
- Executives seeking a more proactive, intentional leadership style
- Senior leaders facing new challenges or broader role
- Senior leaders who are new to the organization
- High potentials on the succession path to senior executive positions

For more information on how we can help your company gain a leadership advantage, call your local Simply Life India office or visit [www. Simplylifeindia.com](http://www.Simplylifeindia.com).