



## Coaching Women Executives

### Accelerating Leadership Success

#### **An Introduction**

Tackling all the same challenges as their male peers, women in senior leadership face another dimension that adds to the complexity of their role: gender. In the past, women often had to tough it out alone, ally themselves with a senior male executive, or network with other women in similar situations.

Today, more and more women are finding executive coaches to help them grapple with the unique challenges of being a woman in an executive position. Finding the right coach can make a positive and lasting difference in satisfaction, performance, and life-long success as a leader.

Organizations benefit, too, when women leaders contribute their best.

#### **Description**

Simply Life India's coaching for women executives is based on a thorough understanding of the requirements for success in senior leadership roles and how those issues apply specifically to women. It also addresses the unique dynamics faced by women executives, including the unspoken expectations placed on them, heightened attention to every success and failure, and the pressure to serve as mentors, advocates, and role models for other women.

Coaching examines the two major themes that emerge for women at the top levels of an organization:

- **Finding an optimal leadership style.** A coach can help a woman leader understand leadership styles and find the best way to develop her leadership talents while gaining the support of others in the organization.
- **Managing the personal agenda.** Women leaders often find themselves struggling with their own high expectations and the intense, sometimes unrealistic, demands and pressures of others. Coaching helps participants gain perspective, make informed choices, and deal effectively with the consequences of their decisions. A coach finds ways for leaders to understand and manage the realities while reducing their level of stress.

#### **How It Works**

Coaching begins with a review of the leader's skills, style, values, and career goals—and what she can do for optimum success within the organization. To identify themes and issues for development, the coach will interview key players, including her boss, peers, and other leaders who may affect her career.

Specific coaching objectives are then outlined as part of a comprehensive development plan that addresses business, leadership, and personal agendas. Over a six-month period, the coach and participant meet regularly, focusing on building capabilities, enhancing insight, and putting new lessons into action to make a visible, practical difference.



The coach also works with the leader's organizational sponsors—managers and HR professionals—to define a plan that supports learning and to evaluate progress and outcomes.

**Best Suited For**

- The only female on a leadership team
- The most senior woman in the organization
- The first women to enter a particular role or level
- Women working in traditionally male-dominated industries or roles
- Women working for or following in the footsteps of a female leader with a different style
- High-potential women who need an extra boost
- Women working internationally or across cultures that have different views of women

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).