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# Executive Coaching

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Do you want to demonstrate to your executives that their personal and professional development is important to you?

Want to help your leaders understand their impact and increase their personal effectiveness with all staff and stakeholders?

Need someone to support you in creating innovative approaches to current issues, challenges, targets?

Do you need to maintain motivation, purpose and clarity of thought during change?

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As a leader, who do you share your thoughts with? Where do you go to discuss concerns, reservations and explore alternative ways of approaching the current challenges in life and work? Successful leaders will invariably have someone trustworthy, experienced and challenging to confide in.

**BASIS** Executive coaches have a proven track record of supporting business leaders in understanding and enhancing their personal capability to deliver results. We enable leaders to: -

- Share honest thoughts, new ideas, concerns and reservations in a safe environment
- Assess the impact of their personal style on the people around them, organisation and the overall business
- Identify their self imposed barriers to personal change and ways to overcome them.
- Gain objective views and challenges from an objective party
- Gain support in tackling a broad spectrum of areas from the personal to strategic
- Develop and enhance capabilities required for organisational and personal success
- Increase and maintain personal motivation and sense of achievement during difficult or challenging periods

All **BASIS** coaches hold Advanced Diplomas in Executive Coaching. As well as using proven methodologies, tools and techniques within a highly ethical framework, all coaches bring their own unique signature presence to the coaching relationship.

We let the individual set the context for the coaching session so that they gain maximum, timely input and interventions from their personal coach. Given the individual's agenda we focus the session on their goals to deliver improved personal, professional and organisational effectiveness.

We have worked with senior teams, such as the executive board of OGCbuying.solutions, who said "very useful process", "found very motivational" and "I'm a convert now".

The true value of the executive coach is to empower the individual to take charge of their lives, be bold, to change, to explore, to reflect and grow. Benefits of Executive Coaching include: -

- Helping the individual to build an exciting and compelling plan of action
- Maintaining motivation, effectiveness and self esteem during challenging times
- Greater commitment from senior team, increased resilience and reduced risk of burnout
- Helping you to attract and retain senior performers
- Improved and more creative decision making

The **BASIS** executive coaches will help your team through powerful self reflection and freedom of expression, breaking through the old ways of thinking to empower change.

## Case Study

### OGCbuying.solutions

#### 360° Feedback Process

**BASIS** designed, developed and implemented a 360° feedback process for Board Directors and Senior Managers within OGCbuying.solutions across the United Kingdom.

The programme was designed to improve leadership capability by identifying assessment criteria which reflected the organisation's values and was aligned with the nationwide Senior Civil Service Leadership Competency Framework.

The programme also incorporated insights gained from completion of psychometric profiles and the identification of individual development needs.

This led to senior managers requesting support from **BASIS** consultants through one-to-one executive coaching from our team of accredited coaches supporting managers through changes to work processes and organisational culture.

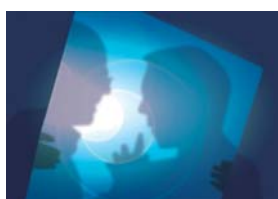
As a result of the success of this programme OGCbuying.solutions are now planning to extend the 360° feedback process and executive coaching to support to all other line managers.

For more details on this service and the full suite of **BASIS** offerings please do not hesitate to get in touch at:

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