

About Coaching

A guide for Executives considering
working with a Wondrous Executive Coach



Executive Coaching

This guide provides information about what executive coaching is, and how executives can benefit from a coaching relationship. It also has guidance about choosing a coach, and what you can expect from a coaching programme.

To give a comprehensive picture, this guide assumes that you have had no previous experience of coaching. If, however, you have experienced coaching before, it may be worth reviewing this document to understand the Wondrous approach.

What Is Executive Coaching?

“Coaching is a series of confidential one to one meetings with a professional coach within a defined time period, supporting you to achieve goals to benefit you and your business.”

Working with a coach will help you find your own answers and approaches to accomplishing the goals you want to achieve. They will help you grow your awareness of yourself and those around you; offering both support and challenge in a confidential environment, enabling you to discover and explore new perspectives. From this they will help you in growing or enhancing your confidence and commitment to build and implement a plan of action.

Coaching is highly flexible, but a typical assignment may involve six to twelve meetings over the course of six months. All coaches that we work with have been selected for their experience and exceptional track record of supporting senior executives.

Why work with an Executive Coach?

Working with a coach is a highly targeted and tailored approach to accelerate your personal and professional development.

Working with a coach can deliver excellent results. Development areas include:

- Improving communication - including interpersonal skills and influencing
- Developing leadership style and sharpening behaviours
- Building a leadership “brand” and increasing presence and impact at a senior level
- Change and new challenges, transitioning into a new role or environment
- Developing personal or business strategy
- To achieve or maintain a work life balance, manage stress or clarify personal values

How to maximise the benefit of working with a coach

- Be honest about where you are - the more open you are with your coach, the more support they can offer
- Be clear about what you want to achieve and what that will deliver for your business - coaching is most effective when personal and business goals are aligned
- Ask the coach some questions about what it is like to be coached by them, as well as about their background and experience.
- Listen openly to feedback from your coach, and from others around you
- Ensure you are clear after each session on the actions you will take
- Be prepared to commit to making real changes to what you do

Who are Wondrous and what do they do?

Wondrous specialises in people-led improvement. We help create organisations where people flourish so that business can thrive. One of the ways we do this is through Executive coaching. Executive coaching is complex to manage, requiring specialist skills, knowledge and resources. Wondrous provide this expertise, and partner with organisations to help them:

- Select the best executive coaches for organisations to work with, choosing from our expert network of professional coaches worldwide
- Providing a professional matching process to make sure executives are able to find the right coach for them
- Make sure all coaching is managed to best practice standards with clear goals aligned to business strategy

Selecting and working with an Executive Coach

Requesting Coaching

Your HR Partner (or equivalent) will initially complete a Coaching Request with you. This will outline your goals, the timescales, and your preferences for the coach's style, approach or background. You will be asked to confirm that the completed Coaching Request is an accurate account of what you are looking to achieve. The request will be evaluated by your HR Partner and the person responsible for funding the coaching (this may be yourself, your direct Manager or a HR team member).

Once the Coaching Request is agreed by the relevant stakeholders, your HR Partner will liaise with Wondrous to select profiles of one or two coaches, which will then be sent to you. The proposed coaches will be briefed confidentially on what you are looking to achieve through coaching. You should then feel free to contact both coaches directly to arrange initial "chemistry check" meetings, within an agreed timescale. Wondrous can help arrange these meetings, if it helps.

Selecting a Coach

When you meet with the prospective coaches it is advisable to discuss your goals with them and to build understanding of their approach and style. You may also wish to discuss their experience, although bear in mind that working with a coach with a different background to your own can sometimes be very effective.

An important factor to consider is the rapport you experience with your coach. Think about how well they listen to you and whether you feel will be able to relate to them and build a high level of trust. The right coach for you should be able to offer you support, to build your confidence to make changes, whilst offering you some robust challenge to move you out of your comfort zone and help you consider new and different perspectives.

If you require further advice, your HR Partner or Wondrous will be available to support you in this process. If you don't feel either of the suggested coaches are a good match for you, let your HR Partner know. They will discuss the reasons behind this with you and then provide a further selection of coaches for your consideration. When you have made a decision about which coach to work with, please inform your HR Partner and provide feedback about those you have decided not to use. Your coach will then contact you to arrange your first session.

Coaching

At the beginning of your coaching programme, it's best practice to meet with your coach and line manager to support the preparation of a Coaching Plan. This will build on the Coaching Request, confirming the objectives of the coaching, the changes you would like to achieve that will contribute to specific business outcomes, what these will deliver for the business and how success will be measured or demonstrated. Separately, you and your coach will also agree the practicalities of how often you will meet and for how long, agreeing the amount of the coach's time that will be made available.

Note that sessions cancelled at short notice may be charged.

Throughout the coaching, you may agree with your coach to regularly update other stakeholders, for example your Sponsor, Line Manager or HR Partner. Your HR Partner may also "check-in" with you at regular intervals to ensure you are satisfied with your coach and that the coaching is going well for you.

Evaluation

Once you have completed the agreed number of sessions the coaching will be evaluated. This is a vitally important part of the process which confirms whether you have achieved your goals as well as providing valuable feedback for your coach. It may also prompt discussion around any next steps in continuing your development. Wondrous will send you an online evaluation to complete. If you would prefer to deliver your feedback verbally, this can be completed in a meeting or phone call between you and your HR Partner and potentially Wondrous. Where appropriate, it can also be valuable to complete evaluation with your Manager and/or business sponsor. Your HR Partner will discuss with you the best way this can be achieved.

