

Executive Leadership Coaching

www.BishopHouse.com

Executive Coaching is recognized as one of the best ways to raise business performance and enhance the leadership skills needed to put your company, and your career, into the stratosphere. Successful leaders recognize the importance of the continued professional development for themselves and for the management team they lead. ***Bishop House's Personal Executive Coaching*** has been developed for active executives. Our custom designed programs allow us to work one-on-one with you to develop actionable plans for enhancing leadership style and your impact on the organization.

Executives leverage coaching for a variety of reasons.

- To explore how an adjustment in behavior could impact leadership effectiveness and the executive's impact on the organization.
- To provide independent advice, counsel during times of rapid change such as a promotion, new assignment, organizational expansion or contraction.
- For motivation, affirmation of abilities, brainstorming, or just simply an intelligent sounding board.
- To teach new or refresh leadership skills, techniques and methodologies.

Getting Started

Our process incorporates several approaches to dissect the professional life of an executive and create actionable plans to which the executive can be held accountable. Generally, most coaching projects include the following stages.

- **Assessment** – Investigating and assessing the leader's relationship with the business, interaction with key stakeholders and their personal and professional goals as well as exploring their leadership style.
- **Action Planning** – Developing plans to which the leader can be held accountable.
- **Guidance Coaching** – As the relationship grows between the executive coach and the leader, opportunities are leveraged to provide direct, sensitive coaching to the leader in varying degrees and intensity.
- **Situational Coaching** – Leveraging real life situations, the executive coach works with the leader to build upon their personal leadership style deploying new or enhanced leadership behaviors.

As executive coaches, we've worked with leaders from a variety of industries and corporate structures helping executives and their teams to explore how best to increase their impact on the organization. Call us today to find out how we can help guide you and your company to greater success.

To learn more, contact:

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Executive Coaching Life Cycle



Assessment

Action Planning & Guidance Coaching

Situational Leadership Coaching



Frequency

Weekly coaching sessions

Weekly to bi-weekly to tri-weekly coaching sessions

Weekly to bi-weekly to tri-weekly coaching sessions

Activity

- o Investigate time, priority and goal balance and alignment
- o Assess leadership style
- o Build relationship
- o Establish performance metrics

- o Establish professional & personal roadmap
- o Create action plans and establish accountability
- o Coaching for new behaviors
- o Execute upon action plans

- o Coaching for continued behavior
- o Situational coaching
- o Drive accountability
- o Self correction in leadership style
- o Assessment of goal achievement
- o Stakeholder feedback

Deliverables

Behavioral Assessments

Performance Metrics

Professional Roadmap

Baseline 360° Performance Review

Comparative 360° Performance Review