

EXECUTIVE LEADERSHIP COACHING

Team & Exec Coaching
PROGRAMME OVERVIEW



Intensive interventions to improve individual focus and team performance while developing greater personal and professional competence.

EXECUTIVE COACHING

Helping senior executives focus, integrate business and personal priorities, sharpen their leadership skills and overcome hurdles to better performance.

Oxford Leadership™ coaches help executives focus on their business priorities while advancing their professional development goals. We use advanced methodologies to diagnose, identify, target and align key factors that enable executives to accelerate the achievement of their goals and priorities. Our coaches are trained and accredited in the Oxford Leadership Coaching Model.



For more information about Oxford Leadership or to get in touch, visit us at:

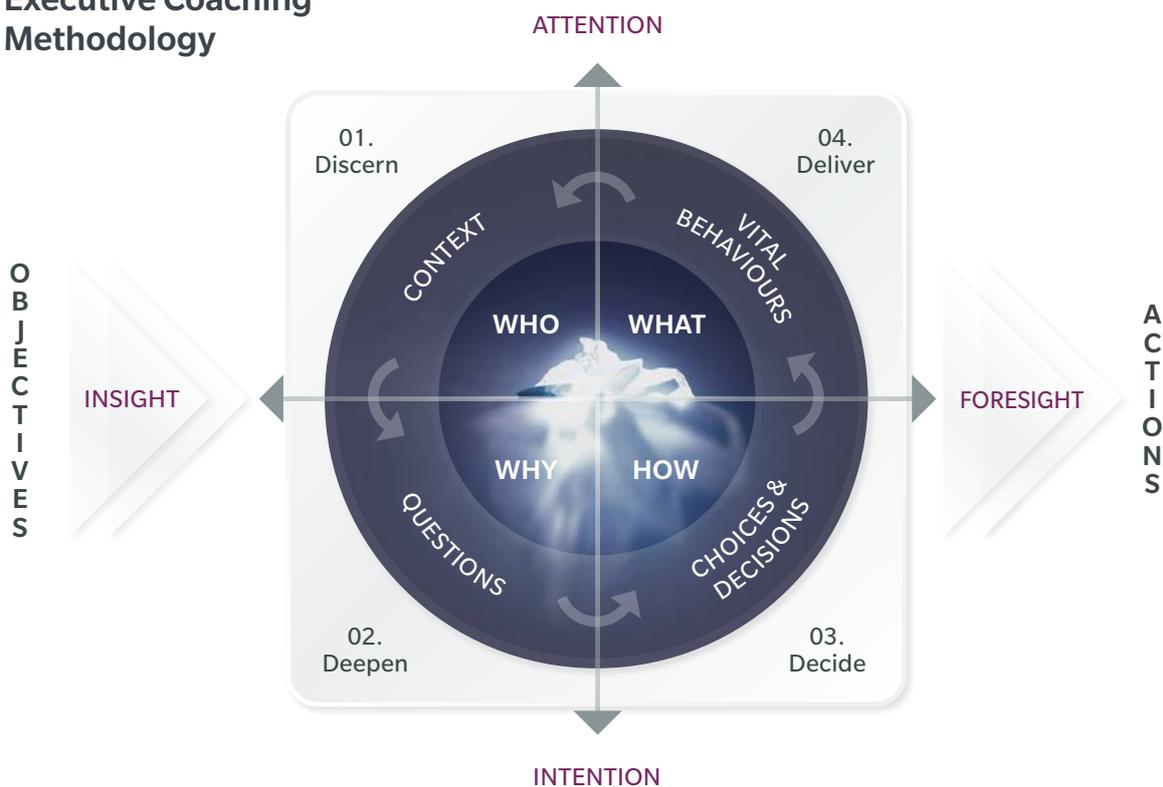
www.oxfordleadership.com

Dealing With Complexity, Conflict and Contradictions

The Oxford Leadership Coaching Model was developed to provide post-programme support for the 300,000 participants of our Self Managing Leadership Programme. Our Leadership Coaching Model is a step-by-step process for setting your compass, developing relationship skills and learning how to manage the inevitable conflicts and contradictions that leaders face in a high-speed, complex business environment.

OXFORD LEADERSHIP™

Executive Coaching Methodology



Individualised support for leaders to develop new skills and lead more effectively



Types of Executive Coaching

High-Performance Development Coaching

For high potentials and fast-track executives who are expected to step up to the next level. Typically, a 360-degree feedback is undertaken, results are reviewed and a developmental plan is created. This type of coaching tends to be highly focused, and is designed to help an individual achieve a specific short-term goal.

Remedial Coaching

Remedial coaching programmes are designed to provide specific and targeted support for individuals who are not performing at the required standard. This is a cost-effective alternative to the difficult and expensive exercise of firing and replacing talent. The programme is designed to provide individuals with the opportunity to explore options to improve behaviours and performance in areas where a shortfall is identified by the individual and their immediate boss.

Professional and Career Coaching

Typically provided as development support for high-potential executives, Professional and Career Coaching provides a competitive edge for the individual. The focus is to provide support in developing a career plan, making critical work-related decisions, such as job moves, and planning career transitions, such as job succession. This also involves

personal growth work, where the individual seeks to create a more balanced life. Oxford Leadership coaches typically provide personal support in exploring personal improvement and self-awareness as part of the professional support provided to an executive.

Specific Skill or Capability Development

For the executive who has been promoted and needs accelerated learning in leadership skills commensurate with their new role, e.g. team focusing, synthesising, planning, collaboration, time management, communication, presentation, media relations, etc. This type of coaching is designed to impart specific knowledge and skills.

“Oxford Leadership™ has assisted us significantly in improving our strategic focus, whilst creating alignment and teamwork amongst our Group Management Team. This has contributed significantly to improved overall performance of the Electrolux Group.”

Keith McLoughlin

President & CEO, Electrolux AB



Our executive coaches help leaders focus on business priorities while advancing their professional development goals. Our methodologies are based on work with over 200,000 executives around the world.

Benefits of Executive Coaching

- 01.** Professional support from an experienced coach dedicated to unleashing the highest potential of the executive

- 02.** Programmes tailored to client objectives and the executive's specific needs and constraints

- 03.** Proven, world-class tools and instruments for improving performance and changing behaviour

Our coaches are accredited by one or more of the internationally recognised coaching federations and are trained in the most advanced assessment tools and diagnostics, including:

- » LSI 1 & 2, Human Synergistics
- » LI, Human Synergistics
- » DISC
- » TetraMap
- » MBTI
- » Belbin
- » Skillscope & Benchmarks
- » ILS & OCS (Hay Group)
- » Hogan
- » Kolb Learning Style
- » FIRO-B
- » Leadership Versatility Index (LVI)
- » Benchmarks 360
- » Drexler

“Oxford Leadership has a deep wealth of knowledge and wisdom about the complex transformational challenges facing organizations and their leaders today.”

Mats Lederhausen

Former CEO, McDonald's Ventures



This is a remarkable process for giving leaders greater self-awareness and the willingness to embark on a journey of positive change. We have benefited corporately. The Oxford Leadership model is applicable to any individual business, government, or social institution that is serious about transforming their culture.

John Williams

General Manager,
Pacific Power International



“Regular sessions with my Oxford mentor keep me moving forward toward my goals. It would otherwise be too easy to get lost in day-to-day dramas and lose focus. I also benefit from having someone more experienced to bounce ideas off - especially someone free from the internal politics.”

Area of the World President
Barclays Private Banking, Geneva





Executive coaching enables leaders to develop their personal leadership compass, to guide them in managing the inevitable conflicts and contradictions they face in today's complex, high-speed business environment.

Customised coaching programmes for CEOs, board members, senior executives, and high-potential leaders.

About Oxford Leadership™

Oxford Leadership™ is a global leadership consultancy that aligns people, purpose & strategy - driving socially responsible transformation in global organisations. Our international network includes 215 partners, consultants, and coaches in 24 countries throughout Europe, North America, Latin America, Asia, and Africa. We transform leaders, align teams and create fierce resolve and passion to win. Typical interventions are to accelerate performance, execute strategy and embed capability and change. Our programmes are part of the core curriculum in many of our client's corporate universities, and our leadership development programmes have over 300,000 executive alumni. Methodologies are based on more than 100 corporate turnarounds and performance acceleration assignments in FTSE 100 and Fortune 500 companies.

Austria, Belgium, Brazil, Canada, China, Colombia, Denmark, Finland, France, Germany, Italy, Mexico, Norway, Poland, Portugal, Russia, Serbia, South Africa, Spain, Sweden, The Netherlands, UK, Uruguay, and the USA.



For more information about Oxford Leadership
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Transforming
Business *for* Good

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