



Executives' coaching



***DH&A's executives'
coaching program***

2018



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General:

"Coaching for success" is a state of the art program aimed to bring forward the inherent potential found among the participating managers, which has not yet been demonstrated due to various personal reasons.

Vision:

1. Coaching, based on reflection and insight, is a relatively new method in the world of management.
2. Organizations shift their emphasis from control to empowerment and managers are given the opportunity to experience and practice a new paradigm: the view of the manager as the ultimate coach of his people.
3. Coaching becomes a core managerial skill for managers. Teach, instruct, lead, guide, even nurse, and not just command or order.

Missions:

1. Enabling managers to gain experience through coaching, broadening and enhancing their managerial capabilities - developing as a result a new organizational culture.
2. Enabling transformation from "domination" to "collaboration" and creating an environment that constantly generates significant results and is constantly empowered by the results it generates.



Strategy:

1. A successful manager will see it crucial to take responsibility for the orientation, work environment, training, engagement and preservation of his people.
2. A successful manager should acquire tools enabling him to excellently perform his current and future position.
3. Personal coaching enables the manager to be empowered by the process towards excellence and success.

What will it include?

1. Looking in depth into the understanding of motives, ambitions, directions and the way to realize them.
2. Creating a personal action plan for progress towards goals set in the coaching sessions.
3. Striving for the understanding of personal qualities, such as leadership, and its relations to the goals set.

Main targets:

1. Empowering leadership, teamwork and team leading.
2. Promoting a proactive approach and task orientation.
3. Putting emphasis on the role of the manager as an engager of his people.
4. Experiencing models and methods of dealing with the human side of management.
5. Promoting a sense of commitment to the position and to the company.



Executive's coaching ***Modus Vivendi***

Who should participate?

1. CxOs, senior managers, directors.
2. Managers that manage managers.
3. Managers that manage senior professionals.

Operational:

1. A set of 6 coaching sessions of 1.25 hours per session in a range of 4 months. At the 6th session the manager and the coach will take a decision whether to extend it to another set of 6 sessions.
2. The sessions will be held in the client's premises in rooms dedicated for this purpose.
3. Participating managers situated abroad (in relation to premises) will be coached via video conference or Skype from the company's premises.
4. The coaches will be available to communicate with the participating managers, between the sessions, via various means of media, by request of the managers.

Operational remarks:

1. It is most advised to start the process by having a 360⁰PDP evaluation of each of the participating managers. For further information please explore full program at DH&A's website.
2. Each DH&A coach conducts up to 5 coaching sessions per day. So, for every visit at the premises he/she can conduct up to 15 sessions.



Facilitation:

1. Scheduling and coordinating with the participating managers might become an issue. It is most advised that the company would appoint a dedicated referent for this subject.
2. The other option is that DH&A will take charge of it, but, naturally, this would affect the price of the package.

For further information:

DH&A headquarters

office@dh-aa.com

www.dh-aa.com