

## **Seven key areas where executive coaching makes the difference**

- **ASSIMILATION - the first 100 days**
  - Who does a new senior manager use as a “sparring partner” to test their assumptions and concerns?
- **INTEGRATION - the international assignee**
  - You’ve spent thousands of dollars to move a key worker and their family; protect your investment by using coaching to help more effective integration into the new unit
- **MERGER & ACQUISITION**
  - Integrating key people and their teams after M&A activity is recognised as a key challenge; frequently the opportunity to build commitment to the future is wasted
- **HIGH POTENTIAL INDIVIDUALS**
  - Energy without appropriate focus can be career limiting; executive coaching provides an opportunity to explore direction with the support of a safety net
- **PROJECT TEAMS**
  - The desire to deliver on time on budget often swamps legitimate fears and concerns at the outset of a project. Unfortunately they usually resurface – to the detriment of the project
- **RE-FOCUSING FUNCTIONAL TEAMS**
  - Helping teams focus on what’s really required can significantly increase commitment, energy and performance
- **BUILDING BETTER MANAGEMENT CAPABILITY**
  - The executive coaching skill set: “look, listen, learn” can make a significant contribution to day-to-day management. All too often the urge to make a quick decision outweighs the power of reflecting on the choices available.