

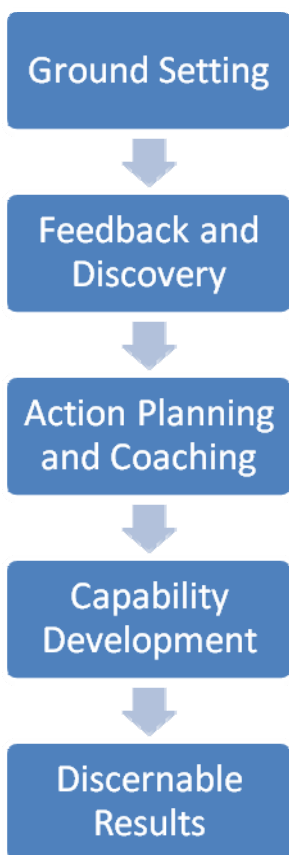
Executive Coaching Services

Executive Coaching is an invaluable development tool for companies striving to systemically improve the performance of its leaders, help individuals breakdown behavior barriers or accelerate the career progress of hi-potentials. Frequently companies either lack the internal support systems to provide such services or recognize that an external and objective support base and expertise is situationally more appropriate. Charlesmore's seasoned and specialized coaches help executives develop and implement a plan to reach their fullest potential.



A coaching relationship is a three-way partnership between the executive, the coach, and the organization, in which all involved agree on specific responsibilities, process objectives and interaction conventions; a formalized arrangement establishes clear plans and goals designed to build both individual and organizational capabilities, and discernable results.

Key Steps



Each executive coaching relationship involves a tailored, confidential process through which the executive examines ways to solve problems, to add competencies, to moderate behaviors, to build relationships, to make career progress.

Executive coaching is not an extra-curricula opportunity to “bounce ideas off” somebody else; it’s a highly discipline regiment of self-discovery, concerted action and capability development that is pursued with rigor over an accelerated timeframe. The objective of the investment is to achieve tangible improvements — in executive capability and performance, and in business impact and results.

Effective leadership development is a systemic process not a series of events; we know that leaders learn as they expand their experiences over time, and development is most effective when part of an ongoing system woven into the fabric of strategic and operational requirements, honed by interventions that provide competency-building experiences in connected and meaningful ways. Executive coaching is often a key component of such a best practice leadership development process.

How We Work

We consider strategic, operational and organizational factors, think across different time and priority horizons and assure an integrative view across functions.

We bring to bear current expertise and knowledge of other industries and best practices; we provide an assessment of readiness to change and what will be needed.

We transfer skills and build the capability to make change happen; we help executive teams make difficult decisions and tradeoffs; we earn trust, but stay independent.

We Deliver Results, Not Reports