

Executive Coaching ®

Individual Development

“Frank’s ability to put group process skills into perspective and to assist me in leading and influencing others to enhance the overall quality of our work has been incredibly valuable.

Anyone looking for 1:1 coaching should engage a coach with his experience and expertise with people.”

*Don Darling, Senior Manager
Prestige Homes - The Shaw Group*

COACHING OVERVIEW

A growing number of Atlantic Canadian organizations offer executive coaching to their top people. Whether hiring external coaches or training their own people in leadership skills, companies are finding that coaching is essential for creating change and evolving people towards their highest productivity and potential. Our Executive coaching programs are a one-to-one relationship between a coach and your key internal contributor who has a powerful position in the organization.

The focus of our coaching is always customized and usually is focussed upon organizational performance or development, but may have a personal component as well. Designed by team management consultants to give the conscientious manager a tactical advantage in leading and coaching an organization in a team-based approach. In today's rapidly changing business environment, leading organizations need a new kind of organizational culture, one that is based on creating new knowledge. This requires constant learning. A crucial catalyst in the leadership of organizational culture is the transformational or executive coach.

We focus on what managers and team leaders can do to build high performance individuals and teams. Our coaching services offers a complete, yet concise introduction to the theory and practice of leadership effectiveness with special emphasis on the tools, technologies and personal skills that are important to leaders who are working as agents of change towards a more effective culture.

CORE REASONS FOR ENGAGING AN EXECUTIVE COACH

Top reasons for engaging an executive coaching include:

- sharpening the leadership skills of high-potential individuals;
- correcting management behaviour problems such as poor communication skills, failure to develop subordinates, or indecisiveness;
- ensuring the success, or decreasing the failure rate, of new managers/leaders;
- correcting employee relations problems such as poor interpersonal skills, disorganization, demeaning or arrogant behaviour;
- providing the required management and leadership skills to technically oriented employees.



Peak Experiences
The Learning Company

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WHAT IS EXECUTIVE COACHING?

Professional coaching is an ongoing partnership that helps clients produce fulfilling results in their personal and professional lives. Through the process of coaching, clients deepen their learning, improve their performance, and enhance their overall quality of life.

“Peak Experiences was engaged by our organization to offer a sequence of customized and highly interactive team building, leadership and management development workshops.

They offered an exceptional program from the perspective of preparation, delivery, follow-up and 1:1 coaching support.

Our organization is reaping the benefits on several fronts.”

Kevin MacDonald, CEO
Guysborough Antigonish Strait
Health Authority

HOW TO GET THE MOST OUT OF COACHING

It is becoming obvious that coaching is not only about behavioural changes leading to improved performance on the job. The executive coaching experience goes deeper than behaviour changes into real and lasting changes through mind shifts. Therefore, we provide 1:1 attention to ensure you get the most out of your coaching experience by;

- Talking about what matters most;
- Focusing on how you feel and want to feel, not just on what you want to produce;
- Get more space, not more time, into your life;
- Become clearly focussed in order to reduce energy drains and maximize overall leadership effectiveness;
- Supporting you by enhancing your openness to see things differently;
- Sensitize you to see and experience things earlier than before;
- Designing and strengthen your business and personal environments;
- Helping you be clear about your goals and their execution through-out each and every session of your coaching experience;
- Spending part of your coaching time to improve your ability to give and receive effective feedback;
- Solidifying strategies to maximize the performance of your team by ensuring the effective formation/maturity in the teams development;
- Supporting your willingness to evolve yourself, not just increase your performance.

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