

Executive Coaching

What is Executive Coaching ?

Executive Coaching is about helping you to achieve sustained high levels of performance throughout your career.

Your coach becomes a trusted, non-judgmental confidant who you can be completely open with.

Your coach is a regular sounding board for your ideas, concerns, plans and problems. Someone with whom you can float new thinking and speculations without the fear of them being mis-interpreted.

Your coach will challenge your thinking, bring clarity and new perspectives, help you to problem solve and plan for the future.

Who is it for ?

Executive Coaching is for managers and senior executives who want to :

- ▶ improve their performance
- ▶ resolve problems
- ▶ make changes (both personal & organisational)
- ▶ become a better leader
- ▶ have a sounding-board / confidant (outside of the organisation)
- ▶ make the transition to being leader

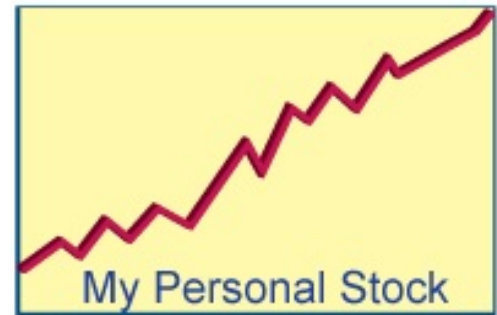
What's special about Marian Moriarty Coaching ?

We have been working with the senior managers, MDs and CEOs of blue-chip and multinational companies for more than 20 years.

We offer a unique mix of performance, personal, directive and non-directive coaching skills combined with powerful tools for problem solving and idea generation that enable us to add value in a broad spectrum of situations.

We tailor our approach to your needs and modify our methods to fit in with the requirements of your job.

We coach individuals, teams and even whole organisations.



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Why do people use a coach ?

The reason varies from person to person, indeed any one person may make use of a coach for a number of different reasons through their career. Some typical reasons that people give are quoted below. You may recognise some of them.

“I want someone to challenge my thinking in a way that colleagues can't / won't”

“I need an impartial / unbiased sounding board. Someone who I can unload all of my thoughts, anxieties etc to”

“I feel undervalued”

“I feel like I've hit a glass ceiling and need help to break through it”

“I know that I can do better, make a bigger contribution but something seems to be blocking me”

“I need someone outside of the organisation to go to for advice”

“I want to become more strategic in thought and deed”

“I need someone to give me a different perspective, one that I can't get internally”

“I need a confidant”

“I've just taken on a bigger job and found it really challenging. I want some short term help while I get bedded-in”

What do I get out of it ?

The purpose of Marian Moriarty Coaching is to facilitate the process where you achieve long term excellence.

More, we give you the ability to hold a mirror up to your personal performance so that you are able to self correct.

Executive Coaching provides you with :

- ▶ a thinking partner who will help you improve the quality of your thinking particularly in challenging times
- ▶ a way to mitigate the anxiety and stress that stops you from giving of your best
- ▶ support, help and guidance in a way that is most useful to you, at the time when you most need it
- ▶ alternatives / different perspectives which you otherwise never have considered

Marian Moriarty Coaching

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Your coach will help you to :

- ▶ develop a compelling leadership style that creates a vision that others want to follow
- ▶ develop / enhance your planning and strategic thinking skills
- ▶ find a way to access your creative thinking skills to find solutions to intractable problems
- ▶ create alternatives
- ▶ increase your performance by freeing your thinking
- ▶ increase your organisation's performance
- ▶ find ways to improve your colleagues' performance
- ▶ win willing collaboration from others
- ▶ display consistency and congruence in all that you do, thereby increasing the trust others show in you
- ▶ develop the ability to have greater awareness of yourself, your effect on the environment that you are operating in and on the world in general

You will be more able to make informed choices about changes in your thinking style, behaviour and approach. You will become more competent and develop long term excellence.

How does it work ?

We offer short term support and long term relationships.

Our 1:1 coaching offerings can be booked in clusters of 5 sessions.

We also offer the option of an 6-8 hr intensive, breakthrough session to accelerate resolution of a specific issue which is preventing you, and/or your company, achieving your full potential.

We can also offer you :

- ▶ 'on-site' coaching surgeries for you and your managers
- ▶ coaching on an annual retainer basis

We will design services to suit your commercial or personal needs.

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A typical structure for coaching

- ▶ We will discuss what it is you want to achieve. We will help you get clarity at this initial assessment stage.
- ▶ Your coach will then recommend and agree with you an approach to achieving your goals.
 - Obviously this varies. It will normally take several sessions.
- ▶ Sessions are approximately 2hrs long. They can be face to face or over the telephone.
- ▶ During a session you will
 - explore the outcome you are aiming for
 - its relationship to your long term goals
 - your current thinking
 - blocks and issues which are getting in the way
 - devise strategies for making progress.
 - usually you will leave with an action plan which will then be reviewed at the next session.
- ▶ Our style tends to be one where we listen carefully to what is going on for you before offering a reflection of what we've have heard.
 - be prepared for some searching questions and different perspectives.
 - but always done in a supportive way.
 - and with a spirit of fun. If you are having fun then you are maximising the effort and progress that you are making

We believe that every person and every business is unique. Every coaching intervention must reflect that uniqueness and must provide both business and personal development benefits. We help you to identify measurable changes that you can use to monitor your performance.

For more information and to find out about fees please contact us :

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to find out about fees please contact us :**

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