



**Performance Coaching
International**

Passionate about people and performance

Executive Coaching The Best Programme for the Best Minds

We know how much you value the best minds in your organisation, we know because we value them too. And that's why Performance Coaching International has specifically created a high calibre programme of Executive Coaching.

What's so impressive about our Executive Coaching?

- 1.** The Results – We support an action orientated and outcome focused style, which means you see the results immediately and continuously beyond the coaching period. Everything we do supports sustainable performance improvement and encourages behavioural change back in the work place.
- 2.** The Team – We have selected the UK's leading coaches who are all very different, highly experienced and credible leaders themselves.
- 3.** Track Record – We are privileged to acknowledge 10 years of award winning coaching and a long list of successful high profile clients. Our results show we can make a measurable difference at an individual, team and organisational level.
- 4.** Return on Investment – We are here to help ensure your organisation has a return on investment by putting the appropriate processes, systems and structures in place.
- 5.** The Research – This is the foundation of our approach. By collating data from over 15,000 people worldwide we have built a programme that balances personal development with a strategic business driven approach. We know it works.

We're not showing off when we say it's 'the best programme', it's something our clients tell us over and over again.

What is Executive Coaching?

A highly individual programme offering a completely bespoke service for executives, middle managers and individuals of high potential. It follows a period of between 3 and 12 months depending on the individual and organisational needs and offers continued monthly, one-on-one support to leaders who are facing significant, on going changes or challenges in the work place.

How does it work?

Before the coaching even begins we are meticulous in understanding how best we can work together.

Pre-programme exploration meeting

The primary aim here is to understand your aims for the coaching, discuss philosophies and determine your needs and outcomes.

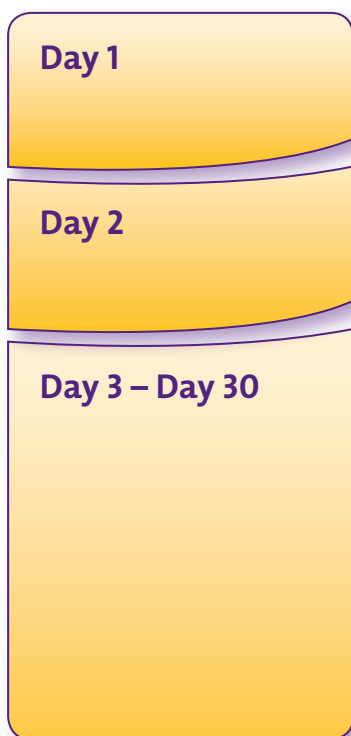
Pre-programme diagnostic

A pre-programme questionnaire is supplied for completion before the start date. This allows us to immediately detect the key issues and challenges and accelerate learning.

Coach – coachee compatibility

You can meet 2 or 3 coaches before beginning the coaching contract, ensuring our ability to work successfully together.

Programme commences – the monthly format



Day 1

The format of the coaching session will be determined by your needs and will usually start with a 2 hour face-to-face meeting.

Day 2

After the coaching session a personalised plan of the agreed actions from Day 1 is emailed to you.

Day 3 – Day 29

Weekly Knowledge Development. During this time you will receive a series of articles, models and techniques and relevant information specific to your chosen key issues and challenges. Your coach will support the agreed actions through pro-active reminders.

You will also have unlimited access and support from the coach via email and telephone.

Observation in your workplace can also be arranged.

What can the executive focus on during the Executive Coaching session?

Anything they want; individual, team and organisational outcomes. Here are just some of the topics we have noted over time:

- Inspiring and motivating others & enhancing team performance
- Learning to manage and prioritise your time more efficiently
- Managing transition to a new role – the first 100 days being the most pivotal
- Developing presentation skills & overcoming a fear of public speaking
- Enhancing key skills such as influencing and negotiation whilst setting a career vision
- Understanding how to flourish whilst managing office politics in a constructive way
- Improving resilience and a proactive mindset
- Acting and thinking more strategically
- Sounding out new ideas and developing key initiatives
- Learning how to influence key stakeholders whilst enhancing your stature and credibility
- Resolving relationship issues and turning conflict into advantage
- Challenging your thinking and decision-making behaviours
- Overcoming stress, anxiety, frustration and procrastination
- Creating a work/life balance that supports an effective and sustainable performance
- Enhancing your leadership style whilst creating a compelling vision and strategy
- Learning how to implement change and then manage the change process

All learning is then filtered directly through to the executives team and out into the wider organisation as a whole.



Frequently asked questions

1. What is the background to Performance Coaching International?

PCI is the UK's foremost Executive and Performance coaching organisation. The recently developed D.A.R.T Coaching™ Programme is currently transforming the Coaching market. The key focus is on enabling Executives, Leaders and individuals of high potential to make sustainable performance improvements at an individual, team and organisational level. PCI has received three National Training Awards for its inspired coaching development programmes.

2. How was your approach developed?

Over the last decade we have assembled a team of the UK's leading executive coaches with a background of wide ranging styles and philosophies. Together building an approach that was unique, achieved results and built our enviable reputation. Over the last few years it has continued to be enhanced and developed into its current form. Kevin McAlpin and John Van Maurik worked together as authors of the book, 'Executive Coaching Handbook' published by Kogan Page. The book is based on research of over 15,000 worldwide individuals involved in the coaching profession as coaches, coachees or purchasers of coaching. The results of this meticulous research, undertaken with Brunel University subsequently became the very foundation of our approach.

All our coaches are qualified and extensively trained in our philosophy and models. Its important to note that a coach will be chosen based on experience and alignment with the organisational and executives needs, personality, outcomes, industry and culture. Additionally, we employ coaches with real credibility and extensive knowledge in the field, this allows us to interact with the most challenging individuals and provide an honest learning environment.

Frequently asked questions

continued

3. What did you learn from the research?

We learned:

- Clear indicators from organisations and coachees saying what they really wanted from coaching
- The barriers to individuals purchasing coaching
- The leverage points in time for maximum improvement in performance, behavioural change and skills development in any long term (3 months – 12 months) coaching programme
- The style of coaching that gets the best results in an organisational context
- The seven dangers for organisations when purchasing executive coaches
- The coaching frameworks structure and process that organisations can put into place to guarantee results

If you are interested in a more detailed synopsis of the research please contact

info@performancecoachinginternational.com

4. What is the difference between an Executive Coaching 3–12 month approach and the 60 day accelerated DART Coaching™ Programme?

Each will suit different styles and people ensuring that individuals have access to a method, which works best for them. DART will quickly identify the challenge or problem, analyse the root cause and the solutions allowing the coachee to refocus on performance back in the workplace. This will be part of their long term development and gives them the tools, techniques and knowledge to put their learning into practice. The Executive Coaching 3–12 month relationships offer the opportunity for coachees to explore issues in greater depth and begin to put in place solutions, or establish a direction towards solutions which might require longer term support and feedback. This might suit the issue, or the coachee, or both. Our experience shows that it can take a while for some people to trust the self exposure which coaching requires and to achieve the level of self accountability which major change demands. Therefore, time to build a trusting relationship between coach and coachee is essential in some cases.

In short, long term gain – dealing with real issues over a period of time.

Who has already benefited from PCI Executive Coaching?

All our coaches are qualified and extensively trained in our philosophy and models. Its important to note that your coach will be chosen based on professional experience and alignment with your needs, personality, outcomes, industry and culture. Additionally, we employ coaches with real credibility and extensive knowledge in the field, this allows us to interact with the most challenging individuals and provide an honest learning environment.

We think its best to let our clients do all the promotional work for DART. Performance Coaching International would like to thank executives from the following organisations who contributed to the progressive development of the D.A.R.T Coaching™ programme.

Airbus	Exel	National Australia Bank
A.t Kearney	Fed Ex	Pepsico UK and Ireland
Barclays	Glass	Pirelli
BDO	Guardian Newspapers Ltd	Tetley
Borders (UK) Ltd	Halfords Ltd	Tetra Pak
BP plc	Hallmark Cards	Transport For London
BT	Irish Distillers Ltd	Viacom Outdoor
Cardinal Health	JP Morgan	Vodafone
Churchill Insurance	Kimberly-Clark, UK	Waterford Wedgwood
Citigroup	Laing O'Rourke Group	A full range of NHS Trusts, strategic Health Authorities and workforce development confederations
Costa Coffee	Laura Ashley	The CEOs of many charities and a wide range of local and Central Governments
Debenhams	Legal and General	
Del Monte Fresh Produce	Levi Strauss EMEA	
Epson (UK) Limited	MGN	

For more information, please contact Kevin McAlpin on **+44 (0)1708 510 345** or email him at **info@performancecoachinginternational.com** Alternatively, visit our website at **www.performancecoachinginternational.com**



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