



**Performance Coaching
International**

Passionate about people and performance

Executive Coaching The Best Programme for the Best Minds

Because you are valued as one of the best minds in your business, the team at Performance Coaching International thought it would be a good idea to design a high calibre Executive Coaching programme especially for you.

Before we go any further we'd like to ask you 3 good questions?

1. Are you looking for sustainable long-term improvements in your performance, skills or career?
2. Do you feel like it's the right time to develop your leadership style or make behavioural changes?
3. Want someone totally dedicated to your success that can help you find the answers to your current challenges without any hidden agenda?

Welcome to PCI's Executive Coaching.

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 your needs and offers continued monthly, one-on-one support to leaders like you who are facing significant, on-going changes or challenges in the work place.

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 can you focus on during the Executive Coaching session?

Anything you 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.



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.

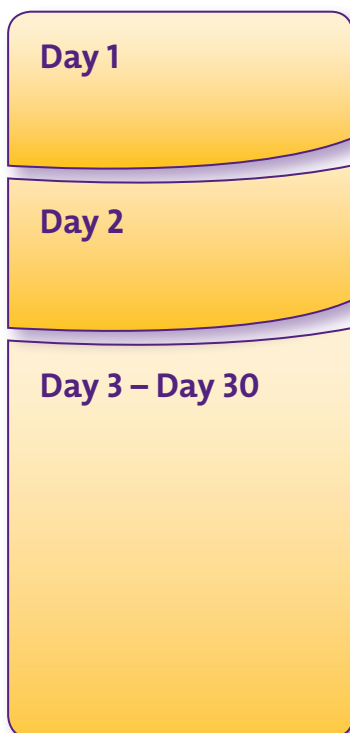
Pre-programme diagnostic

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.

We look forward to hearing from you

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**



**Performance Coaching
International**

Passionate about people and performance