



# Executive Coaching

## Course Overview:

The ultimate objective of Indaba's Executive Coaching Program is to teach executives, leadership, and management personnel strategies and solutions they can use to increase overall efficiency and viability of their organization. Whether in the private sector – where the focus is profitability and ROI – or the public sector – where the focus is on mission, continuous improvement, and relevance – executive coaching has proved to be one of the most effective ways to ramp up the skills and knowledge of leadership teams.

HR Monthly said, "Recent studies show business coaching and executive coaching to be the most effective means for achieving sustainable growth and change and development in individuals, groups and the organization as a whole."

Because of studies like this, for the first time in a comprehensive eLearning format, Indaba has developed an Executive Coaching Program. The goal is to make executive coaching knowledge available and accessible to a wide range of leaders – managers, directors, supervisors, high potential employees who work with executives, as well as the executives themselves. Can you imagine what a benefit having a cadre of employees with Executive Coaching Program knowledge would be? This Executive Coaching Program is a highly cost-effective way to provide comprehensive suite of integrated tools, models and principles as well as graduate school level methodologies to any employee who has the potential to rise in your organization.

*"The training we received on the RA2 methodology was critical to the success of our organization in implementing our biggest brand launch in the Company's history. Our team members utilized the training we received from Indaba to create a project plan that was carried out on time and on budget. We most certainly would not have met either goal had it not been for the extensive RA2 plan we created. Our Company continues to use RA2 plans and other techniques we learned from Helen Davis and her team. Thank you Indaba!" - Thomas J. McElroy, Jr. Whitney Education Group, Inc*

## Tools and Assessments

In the Executive Coaching Program, leaders will examine and assess their current knowledge of their leadership skills and relevant proficiencies. The coachee will have a comprehensive suite of leadership programs available – RA<sup>2</sup> Alignment, Performance Management, Feedback & Coaching – as well as executive overviews and implementation suggestions for all of these critical business areas. The specific goal of the Executive Coaching Program is to build the leader's working knowledge of how to effectively read people, set direction, motivate the workforce, hold employees accountable, enhance their performance management abilities, and so much more. Every participant will learn to use psychological models that they can apply to their organization in order to make real changes within the company.



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## Executive Coaching Provides Substantial Benefits

It's easy to see why a course in executive coaching is seen as such a valuable commodity in today's workforce. Companies who invest in an executive coaching program usually achieve far more than companies who don't. This can differentiate your company, and put you far ahead in the marketplace. Unfortunately, most companies have budget constraints that don't allow room for high cost individual executive coaches for each of their executives. To remedy that, Indaba provided a workable solution in its online Executive Coaching Program because it teaches the methods and principles that executive coaches use to help accelerate the knowledge and efficiency of their coachees. From the feedback thus far, our clients consider that this was well worth developing. By educating your executives with the knowledge for building comprehensive strategies and providing them models of how to implement the strategies to the workforce, this could be the key to your company's success.

## We Coach a Bit Differently

At Indaba, we coach people a little bit differently than most executive coaching programs. We believe that the typical 'questioning only' approach isn't as effective as questioning PLUS providing a tremendous amount of guidance and knowledge – just like sports coaches provide to their players. Therefore, your online Executive Coaching Program includes four hours of live tele-coaching with an Indaba Certified Executive Coach. Or, the program is also designed to where a live Executive Coach can guide you through the entire program as well (live coaching not included in cost).

## Executive Coaching Philosophy

Our philosophy regarding executive coaching is simple; we believe that if your company has well trained executives and leaders that drive your organization, then well-planned strategies and implementation plans will flow from the organization top down. This theory requires a solid base of knowledge. Indaba's Executive Coaching Program is highly educational and content driven. We promise that your leaders will gain knowledge about how to use psychological models within your organization, modern theories, and how to drive your organization to success. Once your management team members have the knowledge it takes to identify where the company is, they can form comprehensive strategies to bring your company to its desired state. If your people can recognize how employees' actions affect the company, and they formulate a strategy and action plans to reach the company's goals, then Indaba is confident that your organization can make profound strides. Indaba's Executive Coaching Program is a process that ensures that the company's' goals are being drive by proven models, processes, and methodologies so that the organization's objectives are accomplished quickly and efficiently.



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## **My Way, My Place, My Pace™**

The Executive Coaching Program consists of various learning formats: the lesson (in video, audio, and printed format), models, white papers, recommended reading, targeted exercises with comprehensive directions, and samples. Most important, Indaba's Executive Coaching Program is distributed in Indaba's specialized eTraining format; My Way, My Place, My Pace™. You can study the materials in the learning format you are most comfortable with ("My Way"); at the venue of your choice ("My Place"), and at the speed that matches your individual learning skills and goals ("My Pace").

**The Executive Coaching Program is oriented towards the process of changing your company by exploring topics such as:**

- Leadership Competencies
- Goals and Holding Employees Accountable
- Alignment & RA<sup>2</sup> Interface Documentation
- After Action Review Process
- Feedback And Coaching
- Core Values, Vision, Mission
- Performance Management

## **Structured Consistent Knowledge**

We know – through our many years in the coaching arena -- that structure is best built in a series of stages- starting with small steps to acquire the knowledge needed that will pave the way to a solid process. We also realize that leaders have time constraints. That is precisely why the Indaba Executive Coaching Program delivers executive coaching lessons in their entirety so that the coachee can have the materials available immediately. Each lesson can take as little or as much time as the executive needs in order to master the material. Executives can work through the program independently with scheduled tele-coaching meetings (included in cost), or with guidance from a live executive coach (live coaching not included in cost). The advantage of eTraining is that even if your executives are miles apart, each executive receives the same body of knowledge which promotes consistency within your organization.

The advantage of online training is that if at any point the executive is having trouble, then they can take the time to re-read, re-watch, or re-listen to the topic and the associated materials, or reach out to their Executive Coach so that they can master it before moving on.

Bottom line: If your company is seeking executive coaching to achieve the company's goals, gain profit, and get ahead in the marketplace, we hope that you choose to do so with Indaba. The material provided in Indaba's Executive Coaching Program will forever change your company.