

Executive Coaching Program

Executive Coaching Program Overview

Our work with Fortune 500 clients creates sustainable transformations that drive lasting improvements in productivity and performance. When individual leaders model excellence in the areas of alignment, focus, integrity, and accountability, it becomes possible for others to adopt these same behaviors. Our Executive Coaching Program (ECP) supports leaders in implementing the methods and principles they want to see embraced throughout their organization.

In recent years, coaches have replaced mentors in business as the best way to accelerate individual growth and performance. Mentoring requires a significant amount of time and skill and in today's dynamic business environment there is rarely enough time for full-time executives to do it well. Without one-on-one guidance and support, most individuals in leadership roles are left to "figure it out" on their own which can slow down growth and expansion.

Coaching creates opportunities for executives to dramatically increase their results and work/life balance. A recent study on Executive Coaching in Fortune 500 firms by MetrixGlobal reported an average 529% return on investment and significant intangible benefits to the business. Top athletes require coaching to reach the top of their game as do business executives.

McGhee's ECP is ideal for leaders of all types, from the seasoned executive to those moving into leadership roles. Continuing education is an important component of improving skills and staying sharp; each individual leader is provided a tailored program geared towards his/her desired outcome. Even if you already have a coach, it may be time to consider a switch if you want to move to the next level. The ECP is also an excellent resource for those leaders implementing McGhee's Objective Accountability Program.

McGhee's Executive Coaching sessions can help you:

- Enhance performance through improved decision-making and increased productivity
- Create alignment within your organization
- Fine-tune your skills in strategy, communication, decision-making, speaking, etc.
- Anticipate, discuss, and work through barriers
- Reduce turnover and retain core talent
- Fulfill your executive potential by overcoming limitations
- Cultivate teamwork and inspire peak performance from your people
- Fully realize your professional, personal, and financial goals
- Balance work, family, and personal time

"The time I spent with you learning new skills and success models for managing the department were enjoyable and extremely productive. Every hour spent learning strategies and improving my ability to communicate across the organization has expressed itself by improving my responsiveness, strengthening relationships, and overall increasing my job enjoyment and satisfaction."

- Carol Stimmel,
Director of Software Development
Me.dium, Inc.

Executive Coaching Program

Why Hire a Coach?

- You've achieved a certain degree of success and are ready to take it to next level.
- You want to have greater success in your life than you have achieved thus far on your own.
- Your longtime dreams are not even close to being realized.
- You're overwhelmed with some aspect of your life and want a better approach.
- You are in a life or business transition and are unsure how to handle the changes smoothly.
- You suspect that an outside perspective could really support the changes you are creating for your life or business.
- You have a coach but are no longer achieving breakthroughs.

What will Executive Coaching do for you?

- Support you in achieving your objectives by helping you create opportunities to increase your performance and effectiveness.
- Provide strategies for setting clear objectives, improving delegation, and creating a sustainable approach to work/life balance.
- Help you to explore any limitations that are preventing you from having what you want.
- Create the opportunity to realize your true potential as a leader.

How do you choose the right Executive Coach?

- Schedule a meeting to get a sense of the coach's honesty and integrity
- Make sure the coach has experience – if you are going for a significant change in your life, you will need someone who has the skills to provide the guidance you need.
- Seek someone who will challenge you and hold you accountable – you must choose a coach who will push you to do the work to transform your life.
- Inquire whether the coaching is practical versus theoretical – you will want to immediately put into practice what you learn.
- Ask the coach if you'll be provided with homework so that you can apply the concepts developed during the coaching session to your live – it takes active practice to shift old behaviors.
- Make sure that you and the coach connect in a meaningful way, look for what's different – a new approach for new results.