

Executive Coaching

Ideal for: C-Level
Executives, Directors
and Experienced Managers



Coaching.
Humanised.

In our executive coaching practice, we partner with clients to create personalized action plans that tap into their full potential to successfully achieve professional and personal goals.

Our certified coaches are well seasoned professionals with several years of experience. We provide personalized, goal focused coaching to help individuals overcome challenges and achieve their objectives.

Attendees will learn to coach with TTM certified coaches and receive support and feedback to become equipped with valuable coaching skills and behaviours.

ONE TO ONE EXECUTIVE COACHING

Two-thirds of CEOs do not receive coaching or leadership advice, according to the Harvard Business Review. What sets successful CEOs apart, despite evidence that organisations employing coaching produce stronger market performance.

THE NEED FOR EXECUTIVE COACHING

As many leaders become more focused on managing their business / departments, they become disconnected from the people around them and what it takes to lead those people through change, crisis and enhance performance.

Executive coaching specifically helps senior, more experienced managers to make significant and sustained changes to the way they lead and manage their departments, functions or business units.

Executives are facing unprecedented organisational change and complexity. They are under tremendous pressure to improve organisational performance, respond to changing market demands and develop their people.

One to One Business Coaching

This service incorporates pragmatic coaching, with **Executive coaching**, where the coach provides a safe, structured, and trustworthy environment in which to offer support for the individual. Our coach will also help the leader understand their current competencies, see how they're perceived by others, and focus on identifying and clarifying current goals as well as the appropriate action steps to reach those goals.



THE DISCOVERY SESSION

- The style of the coach and how that resonates with the coachee
- Rules of engagement and protocol (Coaching is confidential and priority to the client, no one else!)
- Coach and coachee discuss personal goals with the coachee defining his own success measures – (how success for coaching will be measured)
- Agreement to move forward
- 180 assessment (optional) on targeted coaching areas



COACHING SESSIONS

- Session every 1-2 weeks
 - Capsule Coaching: 3 Sessions of 30-45 minutes each
 - OR
 - Full Coaching: 6 Sessions of 60 minutes each
- Extra sessions as required (on demand) if needed
- Digital Sessions
- Check-in and follow up on set goals
- Coach on goals
- Set accountabilities



BETWEEN SESSIONS

- Access to coach – email
- Coachee to notice results, record actions and reflect on outcomes
- Coachee stays aligned with line manager on progress



EVALUATE AND CLOSE

- 180 benchmark retake coachee (optional)
- Final session to celebrate success
- Plan forward
- End of engagement

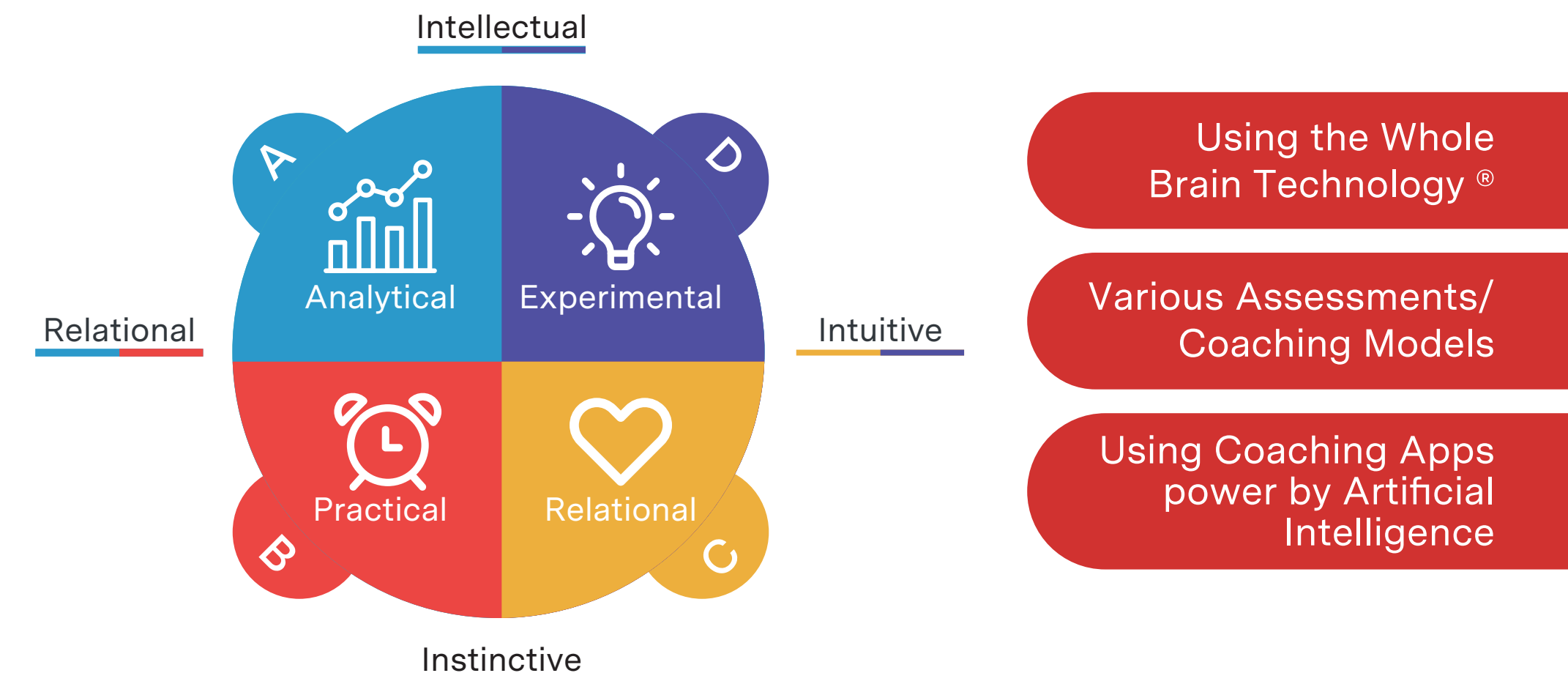
MATCHING & FINE TUNING USING WHOLE BRAIN TECHNOLOGY

TTM coaches understand the pivotal role played by the brain in both the client's and the coach's capacity to adapt effectively to meet the demands of a situation and to successfully navigate crisis and transition. The coach can provide the ongoing relationship that stabilizes situations and facilitating changes in the client's brain. The very extensive research into the brain combining the work of many neuroscientists such as Paul Maclean who was the first to give systematic thought to the evolutionary development of the brain defining the Triune Brain, Roger Sperry's lateralization theory, and later by Ned Herrmann to define how the brain works as a whole, not just work out what each bit does.

Change that will last originates in the limbic system through emotions being fired that will create and support the neural pathways upon which change depends. The emotions are especially aroused during crisis, and during transition they need consolidating in new pathways.

From a brain-based point of view, the primary coaching task TTM follows is to create the optimal conditions for brain change. The coaching relationship is the foundation for the work of the client's brain in making sense of their unique situation. Meaning and sense-making are crucial to this process. The attachment emotions of trust and joy facilitate change. The survival emotions of fear, anger, disgust, shame and sadness inhibit change. Surprise creates possibility and potential.

TTM Coaching Methodology



Effective coaching needs to manage energy in the coaching session in order to create shared 'sense making'. Mindfulness training is good way of doing this (Hall, 2013). It allows the brain to start functioning in such a way that the mind can entertain a 'plane of possibilities' (Siegel, 2010) that makes transition possible, overcoming the confusion or rigidity that is characteristic of a mind grappling with crisis.

Enough understanding of brain and behaviour gives the coach a body of professional knowledge that has worldwide applicability as the underpinnings of coaching technique and method. At the same time, Applied neuroscience offers coaches the opportunity to become the coach not only to the individual or team but, as an expert in brain and (emotionally driven cognitive) executive behaviour, to the whole organisation.

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