

JOHN MATTONE
INTELLIGENT LEADERSHIP
CERTIFIED EXECUTIVE COACH

LeaderShape
Shaping Transformational Leaders



The JOHN MAXWELL **Team**



PRIME MERIDIAN CONSULTING
INDIA PVT LTD

EXECUTIVE COACHING

Executive coaching is a helping relationship between a client who has managerial authority and responsibility in an organization and an executive coach who has a wide variety of skills, behavioural techniques and methodologies which enable the executive client to improve their performance and effectiveness within their organization.

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Methodology

Prime Meridian Consulting uses various models during the coaching engagement as per the need of the coaching partner :

- Marshall Goldsmith Stakeholder Centered Leadership Coaching.
- Emotional Intelligence & Transpersonal Leadership Coaching.
- Brain Based Coaching i.e. based on Neuroscience research.
- John Maxwell Coaching.
- Intelligent Leadership Executive Coaching by John Mattone.

Areas

Leaders frequently choose to become more effective in leadership areas as given below:

- Managing performance: Delegate effectively, empower direct reports, execution for results, be more entrepreneurial, take calculated risks, hold others accountable for results, deal timely with performance problems.
- Communication: Communicate / listen better, include opinions of others in my decision making, be more assertive, manage conflict constructively, timely and effectively Influencing / persuasion.
- Developing organizational culture & leaders: Managing diversity, build cross-functional relationships, stand up to people undermining teamwork, collaborate better with others, building trust with stakeholders, executive presence, driving team / culture change and self-confidence.
- Transition management, crisis management, conflict management, building team trust and peer to peer bonds and conduct difficult conversations.



Coaching Sessions

- Pre-Coaching Session. Involves the manager of the coaching partner in identifying areas of improvement and in determining the desired behaviour in their leadership roles.
- A maximum of three areas of development are taken simultaneously. A 360-degree or Self Assessment assessment is conducted to identify areas of improvement, if required.
- 12 sessions of 90-120 minutes each are conducted during a period of 6 to 8 months. The breakdown is as follows:
 1. First Session. Goal Setting.
 2. Second Session. Identifying strategies.
 3. Third to Eleventh. Actions are committed by the coaching partner and worked upon.
 4. Twelfth Session. Review and Completion.
- A feedback call with the manager after 5th and 8th Sessions and a final closure call after the 12th Session.

Principles of Coaching

- It's all about you: Where you are at right now, your wants and needs and the results you want to get.
- Focusing on solutions: Focus is where you want to be and how to get there.
- Stretching is good for you: Inspiring and challenging goals stretch you.
- Learn things but not taught: You do the learning which speeds up process of learning.
- Keeping you focused on your goals: 12-week time frame.
- Success is almost never an accident: Develop a step by step plan in doable bits.
- Helping you stick to your plan: Being committed is easy, staying committed is the hardest.