

EXECUTIVE COACHING PROCESS

Professional Summary

Timothy supports and enables the growth & development of his partners through the transformative process of Executive Coaching.

With over 20 years' diverse work experience in Europe, Asia & the Americas, he understands how to successfully lead and collaborate across national & organizational cultures.

Active in the field of People & Organizational Development since 2001, Timothy is a licensed MBTI Practitioner, certified Intercultural Trainer and is working toward a European Accreditation as a GPO (*Gestalt Practitioner in Organisations*).

With valuable insight into the complexities of the interconnected workplace, he helps you explore and improve your leadership & interpersonal style for your Peak Performance.

In addition to Executive Coaching, he specializes in Team Development & Change Management.



"Knowing yourself is the beginning of all wisdom."
- Aristotle

The Rationale

Executive Coaching can support you in meeting the demands of your job, aligning your actions with your goals and creating additional positive change in your personal & professional life.

A robust coaching partnership provides you a clear picture of where you are, where you want to go and the needed steps to get there.

Additional benefits can include:

- A fresh insight into the key drivers behind your attitudes & behaviors
- Acceptance of your self-limiting beliefs & recognition of their impact
- Increased presence in your personal & professional interactions

Approach & Methodology

Over the past 14 years, Timothy has developed his coaching approach working with professionals across multiple business areas & organizational functions.

While each coaching program is unique, he works with a powerful set of tools & methods to guide your discovery process and help you create your desired results.

You will be taken through a 3-stage approach which includes:



a) an analysis of your current situation for a comprehensive review of your performance & motivational drivers

b) an exploration of your personal history to understand the impact of incidents, decisions & patterns that have shaped you

c) the development of your future vision: what you wish to change; how you plan to develop

*"One exceeds one's limits only by exceeding them."
- M. Scott Peck*

This is an intense interpersonal approach designed to help you raise awareness to your own process of thinking, feeling and relating to others so that you can feel and perform at your best.

Additional data such as performance appraisals, psychometric instruments, live observation and confidential coaching notes can also be used to enhance the coaching program.

Characteristics of your program include:

- Results-oriented, with agreed measures of success (e.g. promotion)
- Action-based, designed to act, reflect on your actions, adjust and repeat
- Robust, driven by open & direct contact through inquiry & experimentation
- Solution-focused on what you *can* influence, not what you can't

Duration & Confidentiality

The length and scope of the Program depends on a variety of factors and will be agreed by coach and coachee at the beginning of the coaching work. The first session aims to clarify the individual objectives, map out the key issues and determine the likely number of sessions required.

A typical one-to-one coaching engagement takes 2-6 months. Coaching sessions are typically 2 hours in duration but are also offered on a half day basis. The highest levels of confidentiality are taken through the coaching process with no feedback given to anyone without the expressed permission of the coachee.

Financial Investment

Fees are charged on the basis of the coaching time and the time spent reviewing and consolidating the session and coaching notes. A half-day session comprising 3 ½ - 4 hours is charged at EUR 1000; a 2-hour session at EUR 500, excluding VAT and expenses.

All final financial and logistical arrangements will be agreed between coach and coachee. At the completion of the agreed duration, both parties will review the completed work and decide whether to continue or conclude the coaching partnership.

References

Clients include:

GKN Driveline, Allianz SE, Glasford International, European Union External Action, Allianz Global Corporate & Specialty, pacocon strategie + design, Allianz Re & others.

Please contact me directly to for additional references or to further explore a coaching partnership for you or someone in your organization.