

Executive Coaching

Executives, more than anyone else in an organization, are hired based upon technical skill and experience, but succeed or fail based on their leadership skills. These “people skills” are the most important drivers of success for CEO’s and members of the executive team. Good leaders have a strong positive impact on organizational performance and employee turnover.

Executive coaches from The Hayes Group provide focused, specialized and personalized mentoring, working closely with you in a highly confidential manner, to help you address challenging issues, establish priorities and develop new habits.

The Coaching Process

We use a series of constructive steps to assist you to implement changes that lead to long-term career development. These steps include:

- **Field Research** On-site and telephone interviews are conducted, along with a behavioral style survey, in order to identify strengths and opportunities for improvement
- **Feedback Survey** A 360° degree survey and/or a Job Relations Inventory is given to those who work with and know the participant well. Results are processed and a coaching assessment and analysis is prepared.
- **Summary Report** A summary report from the assessment instruments and interviews is prepared for the coaching session.
- **Fieldwork** The participant prepares a self-assessment of strengths and weaknesses, and gathers any past performance evaluations.
- **Individual Coaching** A one-on-one private coaching session, a day in length, is held with the participant. Behaviors are reviewed and discussed, and the coach gives positive and corrective feedback. An action plan is determined. In addition, real world practice occurs, with the aid of videotaping and playback critiques.
- **Follow-up Session(s)** About four months later, the coach meets with the participant to identify how he or she perceives they are doing to improve communication, teamwork and leadership to the organization. Further actions will be identified.