Executive Development and Coaching

As the intensity and scope of responsibilities grow with each step along the career path, executives and managers find that they benefit from an objective, external perspective on their current situation. The focus of Executive Development and Coaching is on the facilitation of your problem-solving abilities. The coach functions as a well-informed and impartial "sounding board," enabling you to address an array of career, work and quality of life issues within the confidentiality of a coaching relationship.

The process consists of a series of consultations between you and your coach. These coaching sessions play a significant role in reducing stress and improving job performance in both the short and long term. Above all, Executive Development and Coaching is a service designed to provide a combination of focus, motivation and encouragement. Coaching sessions are typically held in the office of the coach, although some also may be held in your facility as well.

The Executive Development and Coaching process is most helpful in coping with rapid or sudden change, delicate negotiations or corporate reorganization. Some clients seek methods to cope with the increasing time pressures and heightening complexity common in today's organizations. Certainly, the ramifications of mergers, acquisitions, corporate downsizing or restructuring can be discussed from a business perspective with the added objectivity that your coach will provide.

Beyond the consultations between you and your coach, we can also assist in gathering and interpreting feedback on your leadership, stress management, interpersonal and managerial style. A number of new, highly researched assessment instruments have been developed to provide executives and managers with information on the perceptions of their colleagues and subordinates. Using computer-aided analysis, this information is compared to your own perceptions. Ultimately, this process provides you with real-world feedback so that you are better able to execute the decisions that must be made in a rapidly changing business environment.

Certainly, the challenges of increasing productivity, enhancing performance and holding a competitive edge may cause many executives and managers to lose the perspective that once enabled them to realize how they influence those around them. Executive Development and Coaching helps align your perceptions with those of your colleagues and subordinates and improves your communication and leadership capabilities in the process.

Contact us to discuss the options available to you under our Executive Development and Coaching service.

Davidson Consulting

Providing Global Systems to Identify, Train, Develop and Retain Competent People

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