

The Role of Associate Executive Coach



- Working with senior managers in a range of industries.
- Undertaking team facilitations/team coaching sessions.
- Leadership development activities – including working with emerging leaders.
- Delivering 1:1 coaching – both telephonically and face-to-face.
- Solving behavioural problems.
- Working with 360s; motivational assessments and strength assessments to enable the client to reach their full potential.
- Inputting to hda proposals where required.
- Being committed to and actively involved in own personal development.

Required Competencies

Knowledge of HDA

- Capable of articulating the hda coaching approach and all that this involves.
- Develops an overview of the hda product and service portfolio and acts as an ambassador for the whole business, when undertaking hda projects.

Relationship Management

- Builds rapport quickly at all levels.
- Is able to establish professional credibility at senior management level.
- Is capable of building longer-term strategic partnerships.

Strategic Thinking

- Brings a totally new perspective to problems and issues.
- Is able to communicate the bigger picture clearly to others.
- Is able to help others think strategically.
- Understands wider business and personal issues impacting on clients.

Business winning

- Is capable of writing, or supporting winning proposals for major pieces of work.
- Is able to present, negotiate, challenge and be challenged at senior level.
- Recognises and creates opportunities for further business.
- Be able to identify HR and learning and development needs in meetings with clients.

Committed Networker

- Is capable of developing a large network of influence.
- Networks regularly to identify trends and themes.
- Willingly assists others in learning how to become an effective networker.

Industry experience

Of particular interest are Executive Coaches with experience in:

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| - <i>Financial Services</i> | - <i>Automotive</i> |
| - <i>Manufacturing</i> | - <i>Media & Entertainment</i> |
| - <i>Retail</i> | - <i>Travel</i> |
| - <i>Education</i> | - <i>Public Sector/Government</i> |

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