



Build a solid business case for leadership & team development with HDA Business / Executive Coaching Solutions

Delivering world class business / executive coaching services to develop leadership and team behaviours in a range of business situations:

- **Achieving key leadership/talent development objectives aligned to organisational strategy**
- **Achieving alignment between organisational objectives and business-beneficial behaviours in key leadership and teams;**
- **Ensuring the success of newly appointed managers;**
- **Equipping technical specialists with management and leadership skills;**
- **Assuring key talent engagement and retention;**
- **Enhancing team cohesiveness and effectiveness.**

HDA has 30 years consultancy experience, and has delivered *comprehensive, creative and bespoke* leadership development and business / executive coaching solutions across all sectors for over 10 years; working in partnership with a range of world class organisations who, (during times of growth, change, or difficulty) have engaged HDA for our strongly outcomes-focused approach to business and executive coaching

HDA Approach

HDA sees coaching as a front line business resource and as such, when we take a brief we ensure that both individual and business objectives underpinning the need for coaching are clear.

We identify coachee needs and objectives via various assessment methods, including via an online pre-coaching questionnaire, via 360 degree assessments, and via Insights and Strengthscope assessments. We also believe that it is important to ensure that the right three-way 'fit' is established between coach, coachee(s) and organisation.

To achieve this, information gathered during the sponsor expectation setting phase is accompanied by a 'chemistry' meeting between the coach and coachee.

HDA's default coaching format is face-to-face at client or HDA location, but telephone coaching is also popular – particularly if the client is seeking economies.

HDA ensures that corporate clients are kept informed of progress (within the bounds of client confidentiality), via structured update meetings.

The benefits of working with HDA

Our leadership development and business executive coaching is aimed at achieving clear behavioural and commercial outcomes, including:

1. a **sustainable and measurable improvement** in individual and team performance;
2. the **maximisation of talent potential**;
3. enhanced manager and team **engagement** with the objectives of the organisation;
4. a healthy return on investment (**ROI**) and a positive effect on the bottom line;

Our Coverage



We work across all regions of the UK, covering locations from Scotland to Cornwall, and we are also able to deliver international projects via a well established global network, CareerNet International. See more on our international locations at: www.careernet-international.org



We can accommodate your budget:

HDA delivers high value, competitively and flexibly priced solutions.

For more information, please contact **Melissa Gallagher**, Client Partner & Project Manager - maq@hda.co.uk / +44 (0)20 7484 5065

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