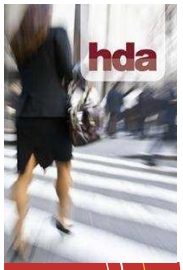


HDA Executive/Business Coaching

HDA has worked in the area of executive coaching for over 10 years, developing a reputation for being a highly successful, outcomes-focused consultancy; with a distinct ability to partner with client organisations to achieve various objectives, including:

- To solve behavioural problems and to create behavioural opportunity
- Ensuring the success of newly appointed managers
- Leadership/key talent development
- Key talent engagement and retention
- Equipping technical specialists with management

Our coaching approach

Diagnostics & Objective Setting:

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. Setting expectations in this way is considered to be extremely powerful for organisations we work with.

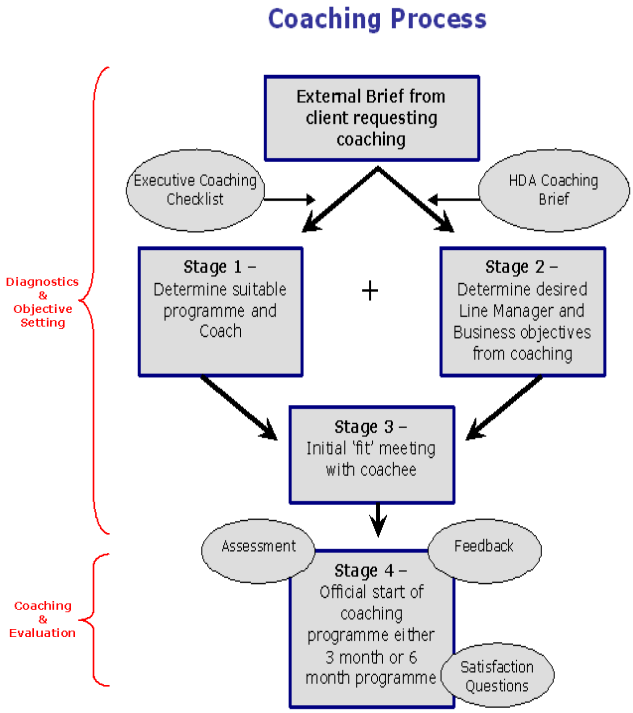
We also believe that it is important to ensure that the right 'fit' is established between coach, coachee and organisation. To achieve this, information gathered during the expectation setting phase is accompanied by a 'chemistry' meeting between the coach and coachee.

Coaching & Evaluation:

Once coach/coachee 'chemistry' is established, HDA coaching programmes typically take one of the following formats:

- 3-Month - 3 or 4 meeting face-to-face programme, including between-meeting telephonic and online support (usually prefaced and concluded with 360 degree assessments)
- 6-Month - 6 or 8 meeting face-to-face programme, including between-meeting telephonic and online support (usually prefaced and concluded with 360 degree assessments)

A number of other programme formats are applied subject to specific requirements.



Our Coaches

*Our highly experienced coaching team are able to seamlessly merge their successful coaching tools and techniques with a strong mentorship approach (see more about our coaches: **www.hda.co.uk/HDA Coaching Team**).*

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

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