

# HDA Executive Coaching Skills Development



Organisations are continuing to recognise that business leaders benefit greatly from the application of coaching principles to business issues and opportunities. As such, HDA is increasingly asked to deliver **business coaching training** for leadership teams at all levels, from senior directors to first level line managers.

HDA has worked in the area of coaching & Facilitation 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.

As training leaders to be effective coaches is a natural extension of the provision of one-to-one and group coaching HDA is well-placed to provide support in this area.

## Our Coaches

Our highly experienced coaching team are able to seamlessly merge their successful coaching tools and techniques with a strong facilitative approach in order to provide a well-rounded, high-impact learning environment for team development (see more about our coaches: [www.hda.co.uk/HDA\\_Coaching\\_Team](http://www.hda.co.uk/HDA_Coaching_Team)).

## Coaching Behaviours for Business Leaders

HDA has developed an effective 2-day 'Coaching Behaviours for Business Leaders' workshop programme aimed at senior line managers, executive managers, and operational Directors. The main objectives of the programme are to equip the target audience with the knowledge and practical skills to develop and deliver effective, tailored coaching solutions for the people in their team; while also providing them with an opportunity to practice new behaviours in a safe environment.

**Our approach** typically includes a combination of the following:

- a group-based, coaching skills development session
- Follow-up focused on individual behavioural change outcomes and outstanding gaps
- Online 360 degree reviews of individual development progress as appropriate

**At the end** of the programme delegates will be able to:

- Recognise appropriate opportunities to use coaching and mentoring as the primary tools to improve business performance and culture
- Design and construct validated coaching sessions to meet knowledge, skills or attitudinal gaps
- Engage their coachees in recognising and owning performance gaps and their resolution
- Adapt their personal style in coaching delivery to be appropriate to the person they are coaching and the circumstances surrounding the coaching need

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