



CASE STUDIES – EXECUTIVE COACHING

Executive Achieves Promotion

The client in this case was an executive who was seeking to work on a number of areas identified through having undertaken a Life Style Inventory survey (Human Synergistics). The Life Styles Inventory (LSI) identifies the underlying thoughts and motivations that guide an individual's behaviour. Often referred to as personal styles, management styles and leadership styles, these represent the essence of an individual's effectiveness.

The client committed to a program of executive coaching targeting a number of goals surrounding leadership style, communications, time management and stakeholder management.

As part of the coaching program, the client also undertook to have a measurement in Emotional Intelligence. This assisted the client greatly to understand oneself and behaviours better. This review assisted to identify deeper areas for personal growth that were also worked on as part of the coaching program.

The client reported the following benefits to have been gained from the coaching engagement;

- Greater staff engagement and rapport
- Greater self confidence as a leader
- Recognition and capability to leverage off others as to detail and being comfortable with this
- Greater self confidence in senior management engagement
- **Promotion to a more senior position within the six month period in which coaching was undertaken**

Getting a grip on work pressures

This executive client put in excessive work hours at the expense of her personal health. Coaching assisted the client to set a number of personal goals and define a weekly plan that was workable given the demands of her role. Key outcomes included commencement of an exercise plan, improved eating habits resulting in more energy, improved productivity and a better capacity to cope with work pressures.

“What lies behind us and what lies before us are tiny matters compared to what lies within us.”

- Ralph Waldo Emerson



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Stepping Up to a Promotion

Assistant Manager needing leadership development to take on a more senior management role. Alongside this were issues associated with her working relationship with her manager. Coaching supported client to clarify her role as a leader, develop her leadership capability in identified areas and plan her time more effectively. In regards to her manager, the client worked to understand her own behaviour and how challenging her own self limiting beliefs dispersed a number of perceived barriers in her relationship. **As part of her development through coaching, this client was promoted into a management role.**

Dealing with Conflict

Client promoted to a senior management role under a probation period. A key area for development identified was conflict management. Coaching assisted client to manage her own behaviour in a conflict situation and respond appropriately. **Client promotion transferred from probation to a confirmed position.**

Retaining Talent within the Organisation

Executive Manager who wanted to define his next career move within the organisation. Coaching assisted client to define a plan for transition and determination of next role including clarity of and alignment to his professional values set. **Client has since moved to a role more in line with his values, interests and career strategy.**

Raising Self Awareness

Senior Project Manager presented with issues surrounding communications and stakeholder management. Through coaching the client worked to develop her own self awareness, awareness of others and in turn communication style in turn improving on her stakeholder management at all levels.

“Unconscious Potential assists leaders and organisations in creating and nurturing high performing work cultures and environments in order to achieve business and personal success.”