



# David Moont Consulting

## Executive Coaching

The role of the senior executive is becoming more challenging all the time. Challenges are complex and varied, requiring fast decisions, often with little or vague information, or alternatively, overwhelming amounts of information. There is constant pressure requiring a balance or both long term strategic focus and short term execution.

Executive coaching is customised for the individual and focuses on the needs and challenges and goals of the executive as well as those of the sponsoring organisation. The executive coach works with their client to help them develop insights into what is required to be successful at the top levels, identify barriers to success and derailing factors, maintain a strategic focus and to maintain a healthy balance between their work and life objectives.

### Executive coaching is designed for:

- Executives with specific strengths and development areas to ensure they leverage their strengths develop effective leadership
- Leaders and executives facing future roles and expansion or promotion who need to be ready for those roles.
- Executives and leaders who want to improve or modify their behaviours and success and improve their business results
- Leaders identified as future senior executives or high potential staff, especially those who have been performing well in functional roles and need to develop broader leadership abilities to take on more senior or general manager level positions.
- Top level executives who are looking for a trusted advisor to use as a sounding board, critical friend and mentor with whom they can share ideas and try out new concepts and get direct and open feedback.

Executive coaching assignments are normally a 6 month engagement and often include a form of insight or assessment, feedback on this insight, regular coaching meetings and a coaching plan agreed to



by the executive and the sponsoring organization or boss. Coaching sessions are scheduled to suit the executive and vary in length. Many top executives find that a three or four hour session is most beneficial as they can schedule the time to enable in depth discussion, working

on issues and leave time for resolution and practice where appropriate. Others find a mixture of times most useful.

Business mentoring and executive coaching assignments include

- Insight tools, assessment materials, 360 or verbal 360 and other tools as appropriate
- Preparation of a development plan
- Formalised coaching plan
- Meetings with the sponsor at the beginning, midpoint and end of the assignment
- Coaching sessions (1-2 or more per month and from 2 hours and up)
- Interim telephone discussions and questions when required

For those executives who are looking for a trusted advisor to use as a sounding board, critical friend and mentor with whom they can share ideas and try out new concepts and get direct and open feedback, flexible time schedules are arranged.

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