

Business Coaching

Executive Development



Our Mission

We empower the managers of our clients at executive and senior management level to unleash their potential in leadership and performance in an optimal manner in order to become more effective and efficient leaders.

Why Business Coaching?

Perspective of the Coachee

- Focusing on selected leadership issues that are critical to success
- External support of managers in the design of a personal onboarding in the course of taking on a new role, e.g. after M&A transactions, promotions and restructurings
- External support in handling demanding situations regarding significant changes
- Clarity of long-term professional orientation and future career development

Perspective of the Sponsor or Employer

- Support in sustainable change of certain attitudes and behaviours of managers
- Purposeful future development of leadership behaviours of high potentials within the framework of talent management programs
- Tailor-made coaching measures for individual requirements and needs based on the occurring changes
- Purposeful investments in long-term integration of managers into companies
- Ad hoc interventions in crisis situations

Goals

- Enabling the coachee to embrace a current or future position successfully and to grow into the aspired key position
- Raising awareness of new courses of action and partnering the coachee in finding solutions, e.g. with regard to critical leadership, business or change situations
- Free up the resources available, unleash potential and offering assistance which enables coachees to help themselves
- Common way forward to achieve the defined, concrete goals in which the coach acts as process owner and the coachee assumes responsibility for the goals as well as the measures agreed upon

Benefits

For the Coachee

- Extension of leadership and behaviour competences
- Increased performance based on higher leadership effectiveness and efficiency
- Neutral feedback from the coach as a sparring partner
- Professional advice in situations of change
- Support in times of professional re-orientations and in finding the right role within an organisation

For the Employer or Sponsor

- Expression of appreciation and acknowledgement in order to increase the motivation and secure the long-term commitment of high potentials and top performers in the company
- Improved fit between the job specification and the leadership behaviour of employees
- Increased company success due to more effective and efficient leaders within the own organisation

Characteristics

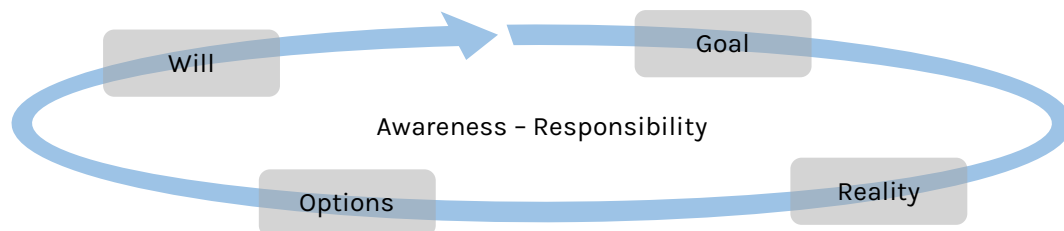
Method

- Individual, tailor-made business coaching
- Use of various intervention techniques

Duration and Location of Procedure

- A maximum of ten business coaching sessions as a general rule
- The frequency of the business coaching sessions depends on the specific needs
- Availability of the coach at all times for questions, even outside of the defined business coaching sessions
- Carried out in xcg's offices or at our clients' locations at home or abroad supported with the use of the most modern technology

Our coaching approach follows the GROW model (see Whitmore, John; Coaching for performance, Nicholas Brealey Publishing: 2009)



Professional Team

- The coachees are accompanied by experienced xcg coaches who are trained accordingly and possess long-standing professional and leadership experience

Process

Coaching Agreement and Contracting

- Presentation of the xcg coaching process and the corresponding methodology
- Identification and analysis of the client's needs to match the coaching topics with those of the sponsor
- Discussion of the coaching topics with the coachee
- Final coordination of the coaching topics between coach, coachee and sponsor
- Offer and coaching agreement



Realisation of Business Coaching Sessions

- Defining the coaching roadmap with coachee
- Implementation of the business coaching sessions with the aid of different methods and instruments
- Preparation of coachee by providing homework for the next business coaching sessions
- Reviews & Controlling at halftime and after the completion of the business coaching session



Assessment & Feedback

- Final review of the conducted business coaching sessions with the coachee and evaluation of the degree of goal achievement
- Compilation and discussion of final business coaching reports with the sponsor as well as the coachee
- Support with the planning of further key development areas and corresponding measures