

EXECUTIVE COACHING

"The goal of coaching is the goal of management to make the most of an organization's valuable resources." Harvard Business Review, November 2004

In order for companies to remain competitive, management teams can no longer operate using management ideas from the past. The competitive corporate environment is no longer defined solely on profit margins, productivity and efficient customer service. Today's top corporate winners concentrate on growing, transforming and retaining topmost performing managers. How is this body of core leadership competencies being built within existing management? Executive coaching is a solution that brings customized answers for leadership teams.

In a recent article published in the November 2004 Harvard Business Review authors Stratford Sherman and Alyssa Freas note "Some companies have found new ways to structure mutually satisfactory relationships with their best people and to foster their employee development in line with organizational goals. Many others have not. Companies still groping for solutions need something management science lacks: a systematic means of engaging with senior leaders as individuals. Enter executive coaching."

Pathfinder executive coaching programs are able to make distinctions between the needs of today's executives including personal, life and professional planning issues. Senior executives are asked to lead in an ever-changing world of 360 Review Surveys and increasingly critical board members. Executive coaching can help. At its most basic level it serves as a mirror providing insight, candor and objective feedback. Pathfinder designs customized programs with clear purposes and outcomes. These are coupled with specific metrics in order to demonstrate program success. Pathfinder helps executives create programs that effectively address performance feedback and developmental growth. Pathfinder's customized coaching programs are designed to address a number of executive needs including:

- Strategic Coaching including integrating personal development and organizational needs
- Adaptation to new responsibilities
- Alignment of individuals to collective goals
- Planning and facilitating succession plans
- Adapting to organization change
- Fostering cultural change for the benefit of the entire organization

Let Pathfinder help you focus in getting energized using new found competencies to lead and to increase your value to yourself and your organization. Pathfinder, providing clarity, prospective and vision for executives.