



New Senior Executive Coaching Programme

Format

Sponsoring Organisation

Optional 1 hour design meeting to establish organisational goals, objectives and assessment criteria

Design Session with the Senior Executive

Up to 3 hours design meeting to select key stakeholders, design questions and be briefed on the dialogue interview methodology

One-to-One Coaching Sessions

Up to 4 hours of one-to-one coaching to de-brief the interviews and articulate the learning either face-to-face or by telephone

Additional Support

Up to 1 hour of ad-hoc telephone coaching plus unlimited email support

Duration

First 3 months of tenure

Cost

As agreed

The **New Senior Executive Coaching Programme** is designed for leaders who have been appointed into new senior roles, either internally or from outside the Company. As they begin their new posts, the coach supports them in conducting dialogue interviews with all of their key stakeholders as a way of seeing their new job from the stakeholders' perspectives. The new senior executive is encouraged to base the stakeholder interviews around a number of questions agreed in the design meeting. E.g.:

If I were able to change two things in my area of responsibility within the next six months, what two things would create the most value and benefit for you and your team?

What, if any, historical tensions and/or conflicting demands have made it difficult for people in my role or function to fulfil your requirements and expectations?

Directors who have experienced this process have reported a fast integration into their new positions, as well as the creation of deeper more dynamic and trusting relationships with the key stakeholders. This has then enabled them to quickly apply their new organisational learning to achieve greater impact within the first 100 days of their tenure.

Please contact us for more information

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