

Coaching Programmes for Senior Executives

Emotional Intelligence 360 and coaching

Understanding emotional intelligence significantly improves the way that executives can relate to and influence the people around them. It gives them a framework and a language in which to engage colleagues and employees to a point where they perform better, through the language of improved performance.

This programme will also develop the executive's language around how to approach difficult leadership issues. Executives who go through this one-to-one process have reported significantly enhanced relationships with their team who had, in the past, been difficult to work with.

The 360 degree element of the programme is conducted using the JCA Global emotional intelligence survey. This will take into account feedback from the persons, peers, managers, reports and other influencers where required. The subsequent report will be used to start off the coaching programme of up to 6 one to one sessions.

The 360 degree allows managers to assess themselves against 6 core elements of emotional intelligence.

1. Self-management
2. Self-awareness
3. Self-regard
4. Relationship Management
5. Awareness of others
6. Regard for others

This information will start the conversation with a coach on a one-to-one basis, where the information is not only fed back to the executive it is also used as the basis for the coaching programme.

This deep dive executive coaching programme uses the 360 tool to accelerate the learning and helps executives challenge their current emotions and how they affect others around them. It then looks at how they can change things to bring about a different response in others.

There may be included an element of observation of the executives leadership style as part of this programme.

This powerful programme will lead to significant results in both the individual involved and also the people around the individual who are affected by their emotional wake.

Who's it for?

All senior executives and their teams, looking to improve relationships to deliver greater performance.

How does it work?

