

Case Study - Executive Coaching

Itica created a tailored executive coaching programme for the new Managing Director of a fast growing recruitment business.

This enabled the MD to bring the management team together and to continue the growth of the business.

Benefits Delivered

- > Re-energised Managing Director with a clear vision for the business
- > Efficient use of time
- > Tailored programme

Situation

Our Client is a fast growing recruitment business that has been through some significant management changes which resulted in the re-organisation of the executive team and the promotion of the Sales Director to the position of Managing Director.

The new Managing Director identified that he needed to make an impact in the new role quickly and effectively and engaged Itica to provide an executive coach to tailor a programme specifically to meet the challenges faced in his new role.

Actions

Itica provided an experienced executive coach over a 12 week period, who structured the programme based on the outcomes the MD required.

The MD identified three personal goals:

- > To develop his commercial view of the business;
- > To be able to talk to a trusted coach to help deal with and learn from, the challenges and opportunities in the business;
- > To continue to develop professionally in an effective manner that suits his high level of personal commitment.

The coaching programme was built to deliver the MD's personal goals and was structured as six, two hour sessions that followed a pattern:

- > Start with a "check in" where the recent past was reviewed and time was taken to reflect on what had happened, the impact, implications and learning.
- > The session then focused on the next stage in the learning and development plan to meet the goals of the programme.
- > An action plan was then agreed as to the changes that would be made before the next session.

Managing Director

*"Thank you for the coaching programme, I feel like I have got my b***s back!"*



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