

Coaching

Coaching – an overview

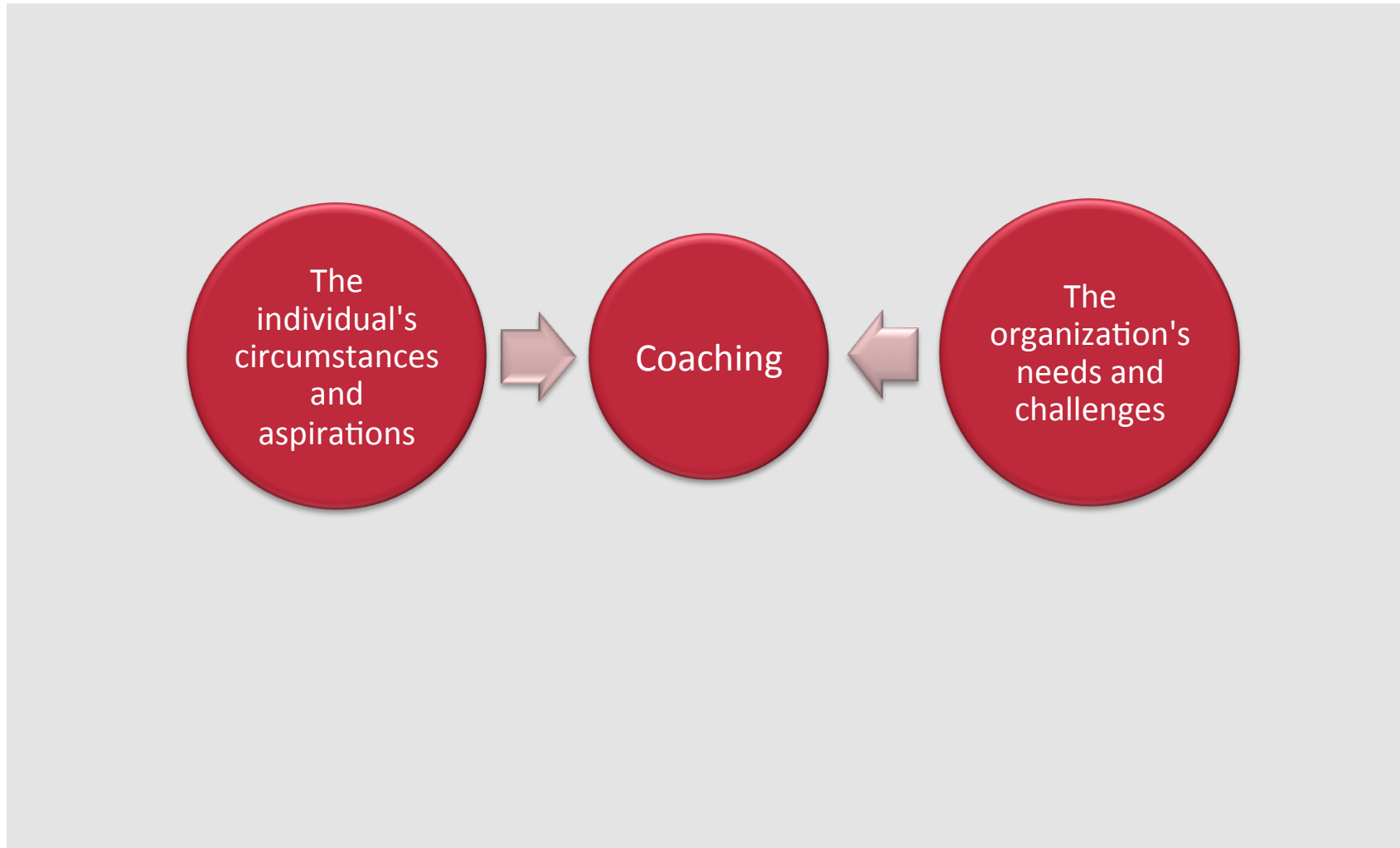
Client needs

- Getting support and tools for individual development of leadership to improve organizational performance
- To get help in developing the strengths and weaknesses, e.g. by building self-confidence, enhancing communication, generate policy options, strengthen positive behaviors and make important decisions
- Individual leadership development
- Strategy implementation/conversion
- Support culture development
- Development program for leaders of tomorrow
- Development of management

Results

- Develops a conscious leadership.
- Coaching of leaders on the basis of both individual and organizational goals generates new initiatives and strengthen the organization's attractiveness
- Prevents and manages problems encountered in the organization
- Promotes an organization where feedback is seen as a natural feature, and strengthens the transparency of the leader's strengths and areas for development
- Ability to develop leadership, leading to more motivated employees and ultimately producing results for the organization
- Communicates the importance of leadership and a positive belief in human development potential

In order to meet organizational needs and challenges, we may conduct a Leadership Assessment that clearly shows individual circumstances and aspirations.



Svennerstål & Partners' coaching model combines several methods and theoretical approaches



The methodology is designed to create significant results in leadership

Each step in the coaching program is designed to create sustainable development for both individual and organization.



Svennerstål & Partners is a long-term and effective partner for coaching managers and organizations



We strive to help the individual leader address organizational as well as management-related problems

The conversation will lead to the managers solving their tasks better, improving their leadership approach and getting a broad view of the issues that come up in leadership discussions. The structure is based on the current situation of the leaders who address us. Its various components are:

- Description of current work situation and current issues
- In-depth interview/test situation, the leader as a person and his/her condition to develop/lead activities
- We address the issues and discuss how we can best solve them together
- We divide each issue into different fields and try to manage one by one

The coaching is led by highly professional consultants, who have extensive experience of the conversation between two people. We adopt a psychological and educational approach in our discussions and we also have experience in psychotherapy and psychoanalytic approaches.

Regardless of approach, the Coaching follows the same structured process



Objectives

Establish goals of the operation. Understand the individual and organizational conditions. Identify individual development areas.

Activities

Establish the process: number of meetings, types of interventions, etc., test the person's willingness to be coached. Gather information about the client's organization, goals and leadership orientation. Implement dialogue #1, where the individual's current leadership is clarified. Identify 2-3 areas for development. Agreement between coach and client

Objectives

Working closely with the individual, change and develop leadership in the agreed direction.

Activities

Conduct coaching dialogues. Run through the task since the previous meeting. Assist with new data that support leadership development. When necessary, use tools that support the individual learning. Use the opportunity to observe the individual in his/her everyday life. Build the foundation through leadership assessment/feedback. Meet regularly during the agreed period. Return repeatedly to the goal. Use specific tools when necessary, e.g. observation exercises, time measurement, valuation surveys and prioritization exercises.

Objectives

Working closely with the individual. Evaluate effects of the coaching effort and create a continuous development plan.

Activities

Conduct coaching dialogues. Run through the task since the previous meeting. Assist in creating the continued development plan. Create space for mutual evaluation of the objectives, process and relationship.