

*Programme Overview*

EXECUTIVE LEADERSHIP  
COACHING

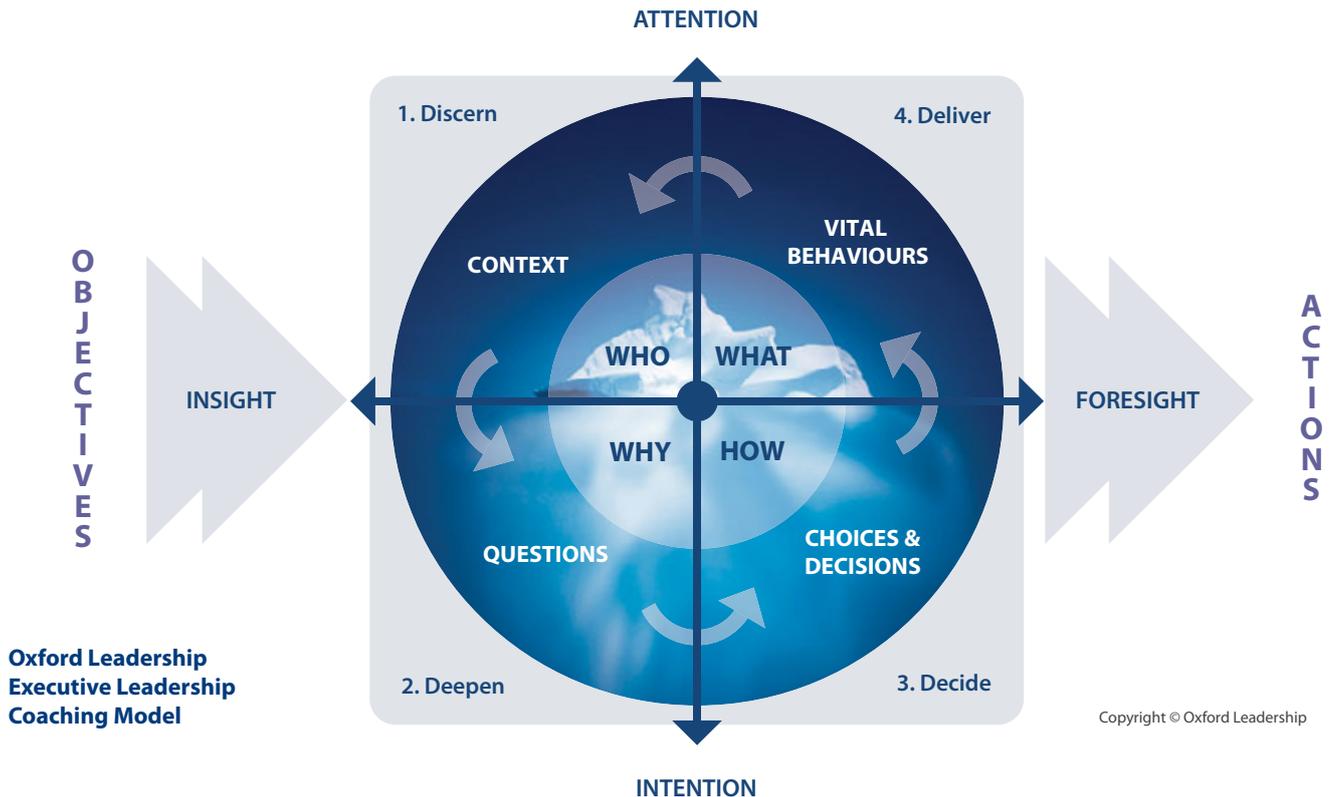


*Helping senior executives focus, integrate business and personal priorities, sharpen their leadership skills and overcome hurdles to better performance*



## EXECUTIVE LEADERSHIP COACHING

Oxford Leadership™ coaches help executives focus on their business priorities while advancing their professional development goals. We use advanced methodologies to diagnose, identify, target and align key factors that enable executives to accelerate the achievement of their goals and priorities. Our coaches are trained and accredited in the Oxford Leadership Coaching Model.



## Dealing With Complexity, Conflict and Contradictions

The Oxford Leadership Coaching Model was developed to provide post-programme support for the 300,000 participants of our Self Managing Leadership Programme. Our Leadership Coaching Model is a step-by-step process for setting your compass, developing relationship skills and learning how to manage the inevitable conflicts and contradictions that leaders face in a high-speed, complex business environment.



*“Oxford Leadership has assisted us significantly in improving our strategic focus, whilst creating alignment and teamwork amongst our Group Management Team. This has contributed significantly to improved overall performance of the Electrolux Group.”*

**Keith McLoughlin**  
President & CEO  
Electrolux AB



## Types of Executive Coaching

### High-Performance Development Coaching

For high potentials and fast-track executives who are expected to step up to the next level. Typically, a 360-degree feedback is undertaken, results are reviewed and a developmental plan is created. This type of coaching tends to be highly focused, and is designed to help an individual achieve a specific short-term goal.

### Specific Skill or Capability Development

For the executive who has been promoted and needs accelerated learning in leadership skills commensurate with their new role, e.g. team focusing, synthesising, planning, collaboration, time management, communication, presentation, media relations, etc. Designed to impart specific knowledge and skills.

### Professional and Career Coaching

Typically provided as development support for high-potential executives, Professional and Career Coaching provides a competitive edge for the individual. The focus is to provide support in developing a career plan, making critical work-related decisions, such as job moves, and planning career transitions, such as job succession. This also involves personal growth work, where the individual seeks to create a more balanced life. Oxford Leadership coaches typically provide personal support in exploring personal improvement and self-awareness as part of the professional support provided to an executive.

### Remedial Coaching

Especially for individuals who are not performing at the required standard. Remedial coaching programmes are designed to provide specific and targeted support. This is a cost-effective alternative to the difficult and expensive exercise of firing and replacing talent. The programme is designed to provide individuals with the opportunity to explore options to improve behaviours and performance in areas where a shortfall is identified by the individual and their immediate boss.

## Benefits of Executive Coaching

### 01.

**Professional support from an experienced coach dedicated to unleashing the highest potential of the executive**

### 02.

**Programmes tailored to client objectives and the executive's specific needs and constraints**

### 03.

**Proven, world-class tools and instruments for improving performance and changing behaviours**

All Oxford Leadership™ coaches are accredited by one or more of the internationally recognised coaching federations and are trained in the most advanced assessment tools and diagnostics, including:

- LSI 1 & 2, Human Synergistic
- LI, Human Synergistics
- DISC
- TetraMap
- MBTI
- Belbin
- Skillscope & Benchmarks
- ILS & OCS (Hay Group)
- Hogan
- Kolb Learning Style
- FIRO-B
- Leadership Versatility Index (LVI)
- Benchmarks 360
- Drexler

For further information:  
Go to [www.oxfordleadership.com](http://www.oxfordleadership.com)  
or contact Global Headquarters

Oxford Leadership™ is a global leadership consultancy specialising in the people and cultural side of organisational transformation in very large enterprises.

We have over 215 partners, consultants and coaches in 28 countries throughout Europe, Latin America, Asia and the Middle East.

We are C-suite consultants and facilitators, coaches and mentors.

We transform leaders, align teams and create fierce resolve and passion to win. Typical interventions are to accelerate performance, execute strategy and embed capability and change.

Our leadership development programmes have over 300,000 executive alumni. Our programmes have been part of the core curriculum in many of the world's most prestigious corporate universities.

Our methodologies are based on experience gained from supporting more than 100 corporate turnarounds and performance acceleration assignments in FTSE 100 and Fortune 500 companies.

GLOBAL  
LEADERSHIP  
CONSULTANTS

[oxfordleadership.com](http://oxfordleadership.com)

**Oxford Leadership**  
Oxford Centre for Innovation  
New Road, Oxford OX1 1BY  
UK  
+44 (0) 1865 261430  
[enquiries@oxfordleadership.com](mailto:enquiries@oxfordleadership.com)

 **OXFORD**LEADERSHIP