NEWS™ Executive Coaching

Navigating to Success

NEWS® COACHING & TRAINING Unleashing Potential

www.newscoaching.com

N.E.W.S.™ Executive Coaching

Executive Coaching is one of the fastest growing Organizational Development tools around the world. Organizations have realised that developing and retaining human talent has become a key competitive edge as they compete in the global arena. Recent research has shown that 33% of executives fail in their job not because they are less astute in their work, but because of poor interpersonal effectiveness. Those who are good at it outperform their peers. **Executive Coaching is a strategic intervention to improve performance and to retain key talents in the organization.**

Why is Executive Coaching popular? It is because it is tailored to provide the right development needs for the very busy executive operating in a 'white-water' environment.

The **N.E.W.S.™ Coaching Model** offers a systematic, structured and transparent process to both the Organization and Coachee. It begins with a pre-assessment, followed by a debriefing and setting the Coaching Goals. After this, the Coaching Goals are verified with the direct manager. The Coaching sessions begin and run for about 8-10 sessions. Towards the end of the Coaching process, there is another final meeting with the direct manager. The whole Coaching process concludes with a post-assessment and debriefing. The Coach works with the Coachee on all aspects – personal, inter-personal and organizational. It is structured and transparent because the Coachee is lead through a step-by-step process and is very clear about the goals and outcomes of the whole process.

Uniqueness of the Model

- Structured and adaptable
- Transparent
- Measurable and analytical

When do you engage a N.E.W.S.™ Coach?

- Talent Management
- 'On-boarding Managers'
- Developing leadership bench
- Performance improvements

N.E.W.S.™ Executive Coaching - Outcomes

- Improves effectiveness, performance and self-leadership
- Clarifies future direction for the individual
- Overcomes 'blockages' or 'limiting beliefs' to achieve goals
- Acquires and practices necessary skills

Who should engage a N.E.W.S.™ Coach?

Organizations that:

- Require a consistent methodology with specific cultural adaptation
- Need to develop their leadership bench
- Want to improve employee performance and retention

Pre-Coaching

- Pre-assessment
- Debriefing
- Setting Coaching Goals
- Meeting with direct manager

Coaching Process

- Setting meeting dates
- Initiate coaching process
- Tracking performance

Post-Coaching

- Post-assessment
- Debriefing
- Meeting with direct manager