

Leadership Coaching

Individual one-on-one Sessions with a Coaching Professional

Why Leadership Coaching?

Leadership coaching helps Leaders move from where they are now to where they want to be, with lasting improvements in capability and effectiveness. It's based on 1:1 interactions, where the Coach and Leader gain the insights, clarity and focus needed to overcome challenges and improve performance. It's more direct and focused than classroom based leadership development, but at the same time is an excellent way of following up on a traditional leadership workshop.

The Approach

- Based on Global Leadership, combining Self-Leadership, Business-Leadership and People Leadership.
- Experienced Coaches: Can call upon a wide range of experiences to help you resolve your challenges.
- Problem-focused: Dealing with important business and/or personal issues and concerns.
- Practical solutions: Tried and tested methods and tools that work.
- Can be replicated throughout the organization in Leadership workshops, which means that both Organizational Leadership Development and Individual Leadership Coaching are based on the same principles.
- Developed in Japan, by Global HR professionals, Executive & Leadership Coaches and Business Skills Trainers with years of experience working in both Japanese and Global companies.
- Can be delivered face-to-face, or via Zoom, WebEx, Skype, etc. 1 to 3 times per month, over 3 to 12 months.
- Can be delivered in English or 日本語.



Some common challenges faced by leaders at all levels

- I am not getting enough from my people.
- It's hard to deal with international colleagues.
- I need to change this culture, but everyone resists.
- I have a lot to say, but can't get my ideas heard.
- We can't seem to get things done quickly and effectively.
- We have a strategy, but no one is making it happen.
- How can I engage my staff?
- My 360 feedback results were not good – I need to improve.
- My career seems to be at a standstill, I need help to move forward.
- I need to have a difficult conversation with a colleague.
- I can't trust anyone else to get this done, but I don't have time to keep doing this myself.
- We don't have enough leaders in the middle of the organization to achieve our growth targets.
- There is so much to do that I can't focus on what really matters.
- I'm doing OK, but I want to be a better Leader.

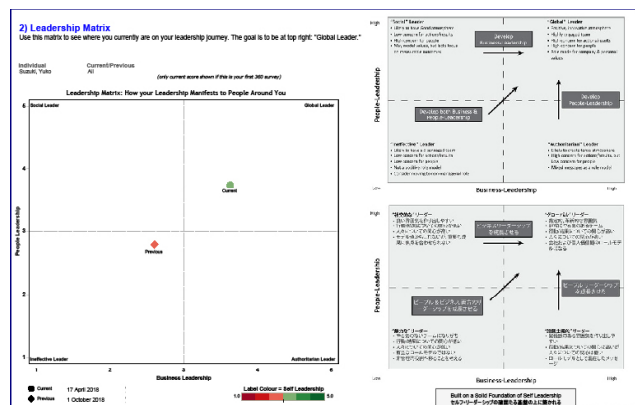


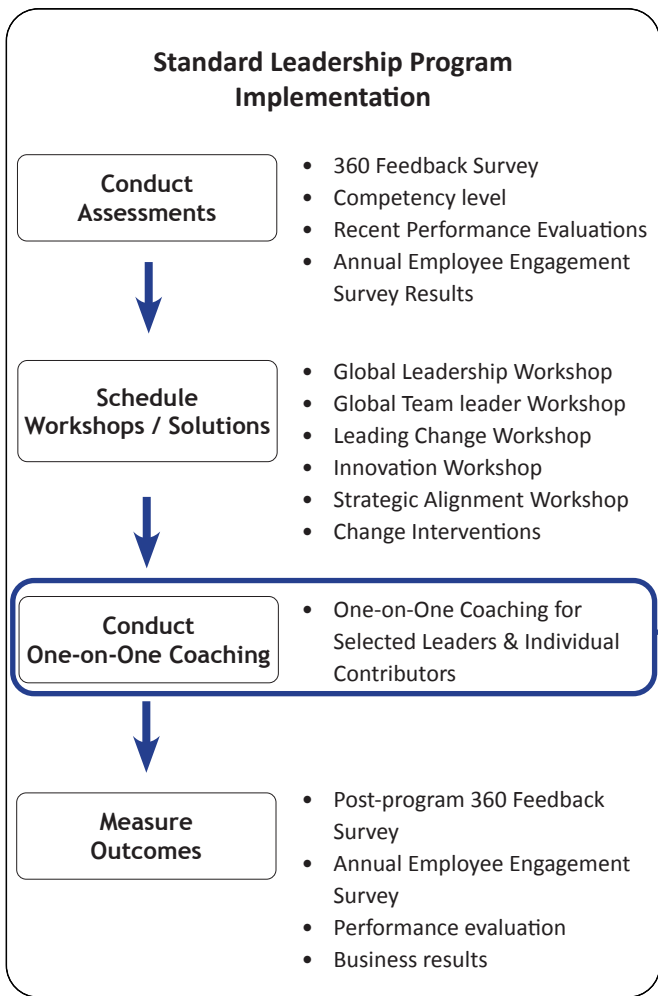
Outcome Focused

- Individual Leadership: measured through 360 feedback and personal performance linked to business results.
- Organizational Leadership: measured through 360 feedback, Employee Engagement survey results, Business Performance.

Consultants and Coaches

Our consultants and coaches are an international team of talented and experienced business people, who bring direct experience of dealing with the many problems faced by leaders in both domestic Japanese and worldwide organizations. Each coach acts as a trusted advisor, committed to help you achieve your goals.





| The Coaching Process | |
|---|---|
| Stage One: Preliminary Meetings | <p>The Coach meets with HR and the Leader's own leader to discuss:</p> <ul style="list-style-type: none"> • Reasons why this Leader needs a coach • Background on the Leader: <ul style="list-style-type: none"> > Reputation / Value to the organization > Strengths / weaknesses / Leadership style > Reasons for coaching, & Willingness to be coached • Expectations of HR: <ul style="list-style-type: none"> > How do they want to work with the Coach? > How will they measure success? • Expectations of the Leader's leader: <ul style="list-style-type: none"> > His/her goals for the Leader > How he/she will give feedback > How will he/she measure success? |
| Stage Two: Contracting | <p>The Coach, the Leader, the Leader's leader and HR reach agreement on confidentiality, desired outcomes and measurements</p> <ul style="list-style-type: none"> • Assessment process and tools are selected • The Coaching program and goals are confirmed: <ul style="list-style-type: none"> > Development goals for the Leader > Frequency & length of meetings / Start and end dates > How progress will be measured > Reporting and confidentiality expectations |
| Stage Three: Assessment | <p>The Coach determines the gap between current and desired level of performance</p> <ul style="list-style-type: none"> • Includes an assessment of Leader's willingness to be coached: <ul style="list-style-type: none"> > Openness to feedback / Desire to grow or change > Chemistry with the Coach • Assessments tools commonly used: <ul style="list-style-type: none"> > 360 feedback / Psychometric profiling / Leadership style evaluation > Employee Engagement data for his/her organization > Performance history (if agreed in Stage Two) |
| Stage Four: Feedback and Action Plan | <p>Leader and Coach meet to discuss the feedback from the Assessments, and create a Development Action plan. The Coach may also meet HR and the Leader's leader if agreed in Stage Two. The development plan should generally include:</p> <ul style="list-style-type: none"> • A maximum of 3 development goals - any more is usually 'overload' • Linking of coaching goals to desired business outcomes, not just behavioral changes • Feedback schedule |
| Stage Five: Coaching | <p>Leader and Coach meet for coaching and development sessions. These can be face-to-face (ideally) or via Zoom, WebEx, Skype, etc. 1 to 3 times per month, over 3 to 12 months. Themes commonly addressed in the sessions:</p> <ul style="list-style-type: none"> • Ideas for improvement - reviewing feedback, assessments, etc. • Problem solving - brainstorming solutions to real work or personal challenges • Strategic Visioning - developing the Leader's vision for his/her organization • Working on specific aspects of Self-leadership, Business-leadership and People-Leadership |
| Stage Six: Closure & Evaluation | <p>The Coach meets with Leader, the Leader's leader and HR to evaluate the progress made against the agreed upon development goals.</p> <ul style="list-style-type: none"> • How effectively were the goals achieved? • What the Leaders is now doing differently, and what are the business and organizational impacts? • How will these changes be sustained? - Identifying next actions steps for the Leader • Scheduling additional assessments - if not already completed • Follow-up conversation with the Coach and the Leader - 3 months after coaching is completed to discuss the leader's status: "has the change been sustainable?" |



Program Developer: Kevin Reynolds
 Kevin Reynolds has over 20 years experience in Human Resources and People Development. He worked as; Training Manager, HRBP and HR Director at Intel Japan, and as HR Director for Maersk Line. He is now a senior consultant for Globalinx, responsible for developing and facilitating Leadership and HRBP seminars.

He has gone through several acquisitions and restructuring, which together with attending thousands of business meetings and presentations have given him valuable insights and experience in understanding the need for clear leadership and communication at all levels in the organization.

GLOBALINX CORP
 International Training Consultants
 Developing High Potential People for Global Business Since 1968

TEL +81 (0)3 5297 8243
 Email: info@globalinx.co.jp
 URL: <https://globalinx.co.jp/>

For further details please contact:
 Kevin Reynolds: kr@globalinx.co.jp (English)
 Tomoko Iizuka: ti@globalinx.co.jp (日本語)