

## Global Executive Coaching

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### What is Global Executive Coaching?

Executive coaching is a leadership development process that helps executives to face the challenges of the job and to maximise their performance. **Executive coaching builds on the clients' qualities, enabling them to define and achieve concrete objectives, effect behaviour change over time, overcome obstacles, and to lift performance and overall well-being.** Global executive coaching focuses specifically on the challenges of executives operating in an international, multicultural context. The process enables these executives to transition successfully into unfamiliar working environments, lead multicultural teams, and develop a global mindset.

#### What are the benefits?

- Confidence in facing transitions and new cross-cultural challenges;
- Ability to adapt style and behaviours to fit multicultural, global context;
- Understanding of the impact of culture in building successful business relationships;
- Improved productivity for both executives and the teams they lead;
- Enhanced organisation strength through clear, decisive leadership; and
- Enhanced job satisfaction and a greater sense of calm and control.

### How does coaching work?

The executive coach – like a sports coach – helps identify, develop and use the client's strengths, enabling the client to achieve measurable goals – on the job, and in real time. The coaching relationship provides a safe, non-judgemental, confidential environment facilitating increased self-awareness and awareness of others, shifts in perspectives, and fresh insights. It provides the framework to explore new opportunities, develop new attitudes and expand one's repertoire of communication styles over time. **It energizes and inspires actions.**

The process can take anytime from the recommended minimum of 10 sessions (normally over 3 months) to a year, depending on the client's requirements. The process starts with a needs analysis, and ends with evaluation and follow-up planning.

### Who can benefit from Global Executive Coaching?

- Expatriate professionals or managers (including those in the process of transition);
- Managers leading international teams or operating in multi-cultural workplaces;
- Executives being groomed for a new leadership role;
- Exporters operating in culturally diverse markets.

### iglobal executive coaches

iglobal's director and head coach, Irene Öhler, has coached over 90 individual executives and their teams on 4 continents over the last 10 years. She is a graduate of CoachUniversity, the ADVANTARA Global Executive Coach program, and certified by Leadership Management International (LMI). **iglobal** provides access to a network of 15 coaches across 8 countries.

**"... She [Irene] has opened up for me a myriad of different communication techniques that mean I'm able to be far more effective for less stress in my working environment".**

Kerry Marshall, Government Affairs Manager, Air New Zealand.