



The Morgan Leith approach to executive coaching

Morgan Leith has been working with senior executives on a one-to-one basis for more than twenty years, and has developed an enviable reputation in the field of executive coaching.

The success of the coaching relationship relies on the ability of the coach to build immediate trust and rapport and to take a non-directive approach, encouraging the client to harness their own internal resources and desire to learn and change. Within the confidentiality of the coaching relationship, individuals are encouraged to develop new solutions, thinking and behaviours, and to “bounce” these ideas and explore options with the coach.

The most successful coaches are themselves experienced business people, with an intuitive understanding of the environment in which the client operates. Like a good teacher, the coach works towards making the client independent, and focuses on developing skills, knowledge and confidence to support this objective.

Morgan Leith takes great care in “matching” the potential “coachee” and coach to ensure that rapport can quickly be established, and the relationship can deliver benefits from the outset. All of the MLP coaches are themselves knowledgeable business people, with wide-ranging international corporate experience, and the MLP adopts and adheres to the frameworks of the various international coaching organisations.

Coaching sessions can be offered in a range of options to suit the organisation – and the individual – including “blocks” of sessions, annual arrangements, distance coaching etc.

What are the benefits of executive coaching?

For the individual –

- Access to a unbiased, independent resource with whom to share thoughts, explore ideas and discuss issues
- Increased motivation and performance
- Improved working relationships and enhanced leadership skills
- Additional support for organisational change and development
- Enhanced interpersonal skills and the development of an identifiable personal “style”

For the organisation -

- Improved induction of executives into a new role
- Accelerated personal development of high potential individuals
- Improved strategic thinking – with external perspectives – and decision-making
- Increased motivation and retention
- Reduced executive “burn out” and work-related stress

Morgan Leith Executive Coaching

For more details or a free no obligation discussion, telephone 01548 511101



Executive coaching is a potent, tailored, one-to-one approach for the development of key executives and senior managers.

Tomorrow's leaders will need to achieve more with less, and will grow businesses and teams in industries that are not yet thought of.

Senior managers and leaders will be required to face challenges in arenas that are uncommon or unusual, and which stretch their imagination and experience to the very limits.

Most companies agree that talented leadership is one of the ultimate drivers of business success and that developing the ability of key staff to deliver optimum performance is imperative.

The development of key staff is therefore of paramount importance to the performance of the organisation, not just today, but tomorrow.

Why coaching?

It is now widely accepted that mass-produced, classroom-based development is inappropriate for effective development of talent at the most senior levels.

Effective leadership development requires a more individualised approach, with sustainable improvements in performance coming only when individuals "win through" for themselves.

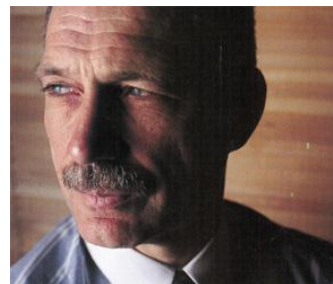
"Coaching is the art of facilitating the **performance, learning and development** of another" – The Industrial Society

"One to one performance coaching is the way for organisations and individuals to **significantly impact the bottom line**". – Fortune Magazine

When is coaching appropriate?

Coaching is universally recognised as the most effective approach to improve the performance of senior executives and can be used:

- As an external support to aid the individual's progression/ appointment to a more senior – or different – role;
- To accelerate the personal development of individuals defined as "high potential" within the organisation;
- To support the effective implementation of organisational change;
- As an independent, confidential and unbiased "sounding board" for support senior executives to discuss complex strategic and operational issues



Morgan Leith Executive Coaching

For more details or a free no obligation discussion, telephone 01548 511101



Sounds great, but how does it work in practice?

Frequently asked questions.....

Who will coach me? The choice of coach will be yours; after an initial matching process, an experienced MLP coach will meet with you for a preliminary session to establish the primary issues and to discover whether there is potential for a meaningful coaching relationship to be established.

How frequently will we meet? In principle, and after an initial “matching” process, an experienced MLP coach will be assigned to work with the individual requiring support. A schedule of sessions will be agreed that suits both the individual and the organisation. The frequency of these sessions will be fluid, to take into account operational demands, and may be scheduled on a monthly, bi-monthly or quarterly basis as required.

How long are the coaching sessions? Most sessions are approximately 2-3 hours in duration; any longer, and the issues may become clouded; any shorter and the issues may not be sufficiently addressed/ understood.

What is the basis of the relationship? The basis of any coaching relationship is that the coach provides stimuli, objective input and an independent “sounding board” for issues that the coachee may be encountering within his/ her work/ private life. For this reason, the relationship is based around trust, openness and confidentiality. During the initial session a coaching “contract” will be established, that clearly sets out the basis of the relationship and its boundaries.

What would a typical session cover? The content of a coaching session will depend entirely on the coachee’s requirements, but essentially every session will focus on a specific issue or challenge that the executive is currently facing. The MLP coach will examine this issue with the executive, help the executive to clarify his/ her thinking around this issue, and then define specific goals or objectives for the executive that will help him/ her to address the issue.

Can I contact the MLP coach in between sessions? Of course; after all this is a supportive two-way relationship. The MLP coach is accessible to the executive throughout the duration of a commissioned coaching programme, and will always endeavour to respond quickly to requests for support.

Will the coach report back to my organisation? The confidentiality of the relationship between MLP coach and executive is paramount, and the MLP coach will only provide feedback to the organisation on general issues, such as the frequency of sessions/ the relationship etc. Unless specifically requested to do so, the MLP coach will not reveal details of the issues or challenges discussed.

Does having a coach suggest that my organisation thinks that I’m not up to the job? On the contrary, being assigned to an executive coach means that your organisation has recognised that you have further potential to develop, and are providing you with a professional support mechanism that will help you to harness this potential.

What’s in it for me? Access to a unbiased, confidential relationship that is committed to the achievement of your personal and professional goals.

Morgan Leith Executive Coaching

For more details or a free no obligation discussion, telephone 01548 511101



How can I find out whether Morgan Leith Executive Coaching could benefit my organisation?

For a free no-obligation consultation – either at a strategic conceptual level or with a specific individual/ executive team in mind – contact the Morgan Leith Partnership:

Telephone – 01548 511101

Email – graeme@morganleith.com

Website – www.morganleith.com



And finally....

Coaching delivers **quantified, visible results** for many top class organisations, and has enhanced the development of professional executives around the globe.

Today's top teams require the support of **unbiased, confidential** development partners to help them address a wide range of interpersonal, strategic and commercial issues.

When selecting a coaching partner, it is important to establish a rapport and **professional "fit"** that will be sustainable over the longer term.

The Morgan Leith Partnership has established coaching relationships with a range of blue-chip and SME partners, and is happy to provide **full references** to support your selection process.

Not all coaches are the same; the Morgan Leith coaches are **hand-picked professional** coaches from a wide range of industries, and all have faced the challenges typically experienced at board level.

the Morgan Leith Partnership –

Tailored, top quality coaching for senior executives and their top teams.

Coaching tomorrow's leaders – today.



Morgan Leith Executive Coaching

For more details or a free no obligation discussion, telephone 01548 511101