



People and Organisations

1-2-1 Executive Coaching

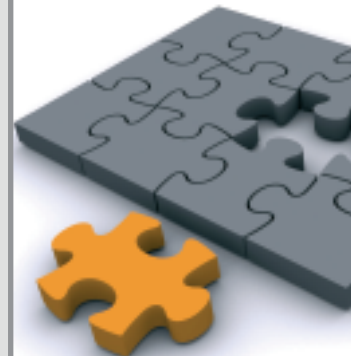
Our client - a global engineering and manufacturing company identified a group of high potential leaders needing VBL's support as a crucial part of the cultural development of the business.



As part of a larger leadership development initiative the Coaching Centre of Excellence provided 1-2-1 executive coaching for 27 high potential leaders. The leaders worked with experienced coaches over 12 months using both face to face and telephone coaching. The coaching methods covered both personal development as well as business performance issues.

Features

- ▼ Leadership development for an international group of leaders
- ▼ Coaching as part of real time work based learning
- ▼ Flexible options using both face to face and telephone based coaching
- ▼ A confidential environment in which these leaders could reach their potential



Outcomes

- ▼ 75% of the group were promoted to more senior positions within 12 months of the completion of their coaching
- ▼ Net savings to the business of more than \$5m have been attributed as a direct result of the development the leaders received through coaching
- ▼ The group continues to provide an effective pool of leadership talent which is supporting the global growth of the business

"This period of time has been unusually personal and reflective for me and my focus has been about bringing balance into my life at a time of great change. The coaching I have received has greatly helped me in terms of self-awareness and developing the ability to self-coach in the future"

Senior HR Manager.

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