



What Is Executive Coaching?

Executive coaching is a formal engagement in which a qualified coach works with an organizational leader in a series of dynamic, confidential sessions designed to establish and achieve clear goals that will result in improved managerial performance. The relationship between a manager and a coach is different from other kinds of professional relationships. For example, a coaching relationship focuses on enhancing performance while a mentoring relationship usually has broader objectives. An executive coach is more involved in execution and outcome assessment than the typical consultant. A coach isn't an authority figure.

Above all, the relationship between an executive and a coach is a collaborative one. Together, you and your coach will assess your circumstances, strengths, weaknesses, and developmental opportunities. You will work with your coach to create developmental action plans. After you execute the plans, you and your coach will review the results and define new action plans to further your growth. Throughout this process, the level of benefits you receive from using a coach is directly related to your willingness and ability to take an active role in every aspect of the coaching engagement.