

Executive Coaching

Our Executive Coaching is tailored to meet your needs and will reflect where you are in your career. Typical career stages, where you find yourself at a crossroads or are moving into a different sphere, include:

- **Coaching in the Current Economic Climate:** Massive unemployment explodes the myth of the dependability of society and work organisations. Those who do get back into a job are conscious of its precariousness and tend to adopt a “heads down” strategy of survival. However, there are a growing number of people who do manage to adopt alternative role models. This process of positive adaptation can be speeded up with timely executive coaching. We therefore offer:
 - Coaching for the recently unemployed or those about to become unemployed due to current redundancies to help them come to terms with the new situation they are facing and then re-discover their resources to move forward and re-engage in the employment market;
 - Coaching for ‘survivors’ of redundancies to help them work through the emotional impact of retaining their employment in order to not become paralysed by anxiety or guilt.
- **Moving from professional to managerial roles:** coaching ‘new’ managers in their period of transition from professional roles (eg NHS consultants, GPs, lawyers) to taking up managerial responsibilities in their institutions.
- **Coaching for leadership:** working with executives and leaders to deliver objectives by addressing business, personal and inter-personal issues. This is particularly important in a context where individuals typically are managing situations of uncertainty and risk, or are involved in complex cross-functional, cultural or international collaboration. Frequently we help individuals develop as thought leaders in their fields.
- **Home Life coaching:** managing roles, responsibilities, tasks and expectations to and from others; working with those who grapple with balancing career aspirations and progression with running and bringing up a family and/or balancing community culture and espoused values and beliefs.
- **Stage of Life and/or Career:** assessment of strengths, development needs, life-stage and aspirations; career planning and strategic networking; working with senior achievers facing retirement on next steps, stepping down, generational issues in the organisation and issues of succession.
- **Team and Group Coaching:** provides in-house training and consultancy in coaching as a core management competence, supporting the organisation to develop a coaching culture, where opportunities for learning, reflecting and advising are embedded in the organisational structure. This Coaching may address the diversity and multi-culturalism issues which increasingly face organisations today as these are faced with globalisation and a multi-national make-up of staff.
- **Coaching Supervision:** The Tavistock Institute Coaching Unit is built around a technology for the provision of continued spaces for reflection, deliberation and emerging action. This model informs the Tavistock Institute coaches supervision practice which is also offered to coaches-in-training, to internal or external consultants, HR managers and other interested organisational practitioners. Coaching supervision is usually offered in groups that meet at regular intervals for an agreed period.

For a no-obligation conversation with one of our Coaches about your requirements, please contact Rachel Kelly, Professional Development Coordinator.

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