

Executive Coaching Programme.

Mentors Masters Ltd provides a comprehensive range of rapid result coaching services to meet the needs of Directors and Senior Managers at client organisations. Coaching consists of a series of one-to-one meetings designed to meet the client's specific needs, delivered by experienced business coaches who have operated successfully at Managing Director level.

The coaching process consists of six coaching sessions over six months but more often the programme is adapted to suit individual client needs.

A personality profile is often used as part of the coaching and development programme.

The coaching programme covers topics such as goals, leadership, change, communication, time management and continuous improvement and is designed to provide the skills required to operate at the highest levels in an organisation.

Our **Executive Coaching service** for directors and senior manager's, is designed to improve their performance and contribution to the business by providing independent and objective advice and support.

The service is led by **Gary Lacey**, Managing Director who has a wealth of business experience at Managing Director level and is a MBA qualified trained business coach.

The coach provides an impartial experienced sounding board, to talk over business issues that directly impact on the business and its direction. The coach can address in absolute confidence the individual issues and needs of the client.

Specific advice and guidance on projects that make a significant difference to business performance is undertaken to clarify objectives identify key actions and set timelines.

Coaching can be used to help clients with their personal self-discovery using the psychology of success by looking at their thinking habits and enabling them to:

- Develop motivating goals
- Remove barriers to performance
- Utilise techniques for change
- Tackle the knowing-doing gap.

Examples of practical business skills modules used to enhance the coached person's capabilities.

- Leadership Skills
- Strategy Development
- Developing the Company Mission and Values
- Developing Company Goals and Objectives
- Sales systems
- Sales Performance
- Lean Six Sigma
- NLP
- Change Management
- Communication
- Customer Focus
- Effective Delegation
- Discipline and Grievance
- Team Building
- Efficiency and Cost Reduction
- Key Performance Indicators
- Managing the Boss
- Presentation Skills
- Negotiation
- Operational Leadership
- Process Mapping
- Project Planning
- Managing People Issues and Performance Review
- Using your time effectively
- Team Leadership

Clients have ranged from Automotive, Aerospace, Electronics companies to FMCG suppliers and Finance businesses.

The positions for which coaching has been undertaken have ranged from Managing Directors, Sales Directors, Engineering Directors to Senior Managers in commercial and operational roles

What people have said

The coaching service has led to noticeable improved personal and business performance some of the comments from those that have been coached are:

'The process provides an effective means of identifying and targeting areas for development, particularly when used in conjunction with my Psychometric Profile.'

'I have to say it's been a revelation, you have shown me how to tackle issues in a non-confrontational way'

'The one-to-one sessions provide very good focus.'

'The process has helped already I have feedback from my managers that my approach has noticeably changed.'

'I have better insight into my own motivation and ways to improve it.'

'I now have an improved focus on goal achievement and the techniques to assist in getting there.'

'The sessions were uncomfortable at times, but necessarily so as part of the development process.'

'Brought out the "Knowing-Doing" gap and this reinforced that implementation is the key to many improvements'

'You have helped me to look at my tactics and question if they are correct, this has had an immediate effect'

Better thinking leads to improved behaviour and performance
Support and encouragement leads to higher motivation
Higher range of business skills improves capability and confidence
Tackling the knowing-Doing Gap leads to better action