

**LHH**

# Executive Coaching

# What is coaching?

Coaching is a development process designed to help individuals and teams achieve and sustain top performance in ways that are linked to the organization's needs and measurable business results

The purpose of LHH coaching is to challenge and inspire leaders to perform at their personal best and create commercially successful organisations, led by trusted executive boards and top teams.

Coaching is goal-oriented, focused on achieving specific outcomes, be that behavioural or emotional. Coaching increases self-awareness and awareness of others.



## LHH Coaching Impact



Coachees shared that their leadership skills had doubled (+110%)



Strategic Thinking improved by 170%



Executives were 1.5 times clearer on their Personal Brand



Over 150% improvement in Career Planning and Future Focus



Stakeholder Management abilities doubled



## Why coaching

70%

benefit from improved work performance, relationships, and more effective communication skill(1)

70%

Of leaders and teams have improved performance after coaching

86%

Amount of average productivity coaching can provide compared to 22% with training alone - ICF

80%

Of people who receive coaching report increase in self-confidence - ICF

68%

HR professionals believe coaching leaders will become more important over the next 2-3 years



# Coaching journey

LHH has one of the largest coaching practices in the UK and globally providing coaching for sustained behaviour change within the context of the organisation. We will partner with you to share best practice on executive coaching realise and measure the impact and return on investment of your executive coaching.

To add value, in additional to regular management information, we can share themes & insights we are seeing through your coaching (without damaging individual confidentiality) plus impact measurement.

## Personalised approach

An LHH Master coach will speak with the coaching sponsor to explore objectives of the coaching program, specific challenges and what the coachee wants from a coach. We will then recommend coaches – to the sponsor or coachee directly – and support scheduling ‘chemistry check’ meetings for the coachee to select their coach. Once selected we will confirm with you, and connect coach and coachee.

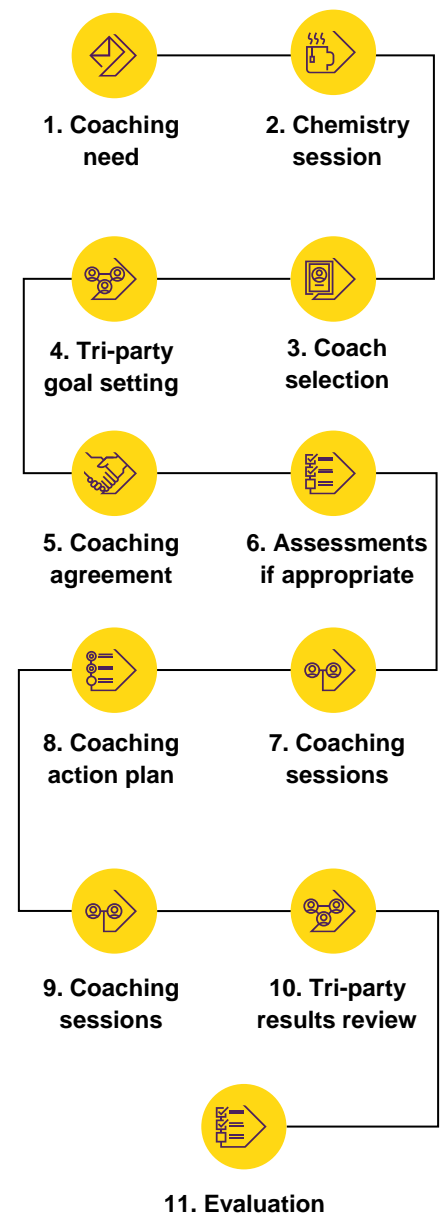
The program will be based on a series of coaching sessions; face-to-face or by phone, Zoom, etc. We seek

to be flexible but ask for 48 hours notice for a meeting to be rescheduled. Email and phone support can be offered between sessions to maintain momentum and provide support on live issues.

We recommend a tri-partite at the beginning of a coaching programme to ensure clarity and visibility of objectives, and at the final session to review progress and agree next steps (non-coaching).

Throughout the program, the coach will offer observations and feedback from a constructive mindset to raise awareness and offer challenge to the coachee. Having well structured coaching conversations is important but the time between sessions is equally important. How well executives integrate, continue learning, seek feedback and action what was discussed is what makes the biggest difference.

On completion LHH will take feedback from coachee and sponsor and share with you.



Our certified coaches use a globally consistent framework informed by assessments to identify development goals that are aligned to organisational impact.

# Coach Quality

## LHH coach and facilitator credentials

- ▶ Reputable coach training.
- ▶ 10 years corporate/coaching experience
- ▶ Business-oriented coaching and facilitation expertise
- ▶ 3+ years experience in behaviour assessment and development
- ▶ Experience/certification with multiple assessments
- ▶ ICF PCC certified facilitators
- ▶ Track record with mid- to senior-level executives
- ▶ Successful track record of group facilitation with exceptional communication skills

## LHH Master Coach structure

- ▶ For over 15 years, LHH has utilised a Master Coach structure to govern the quality of our coaching resources and is considered a differentiator in our service model. Master Coaches are responsible for recruiting, vetting, managing quality assurance, and providing ongoing professional development of our coaches.
- ▶ Every coach at LHH is matched to a Master Coach who mentors them, supervises their coaching engagements, provides feedback for continuous improvement, ensures consistency, and links coaches to a broader coach community.



For more information on how LHH can support your coaching needs, contact **0207 933 8333** or [uksd@lhh.com](mailto:uksd@lhh.com)



## About LHH

In today's marketplace, organisations are discovering the need to turn their attention inward to find their future talent. At LHH, we help companies see the possibilities in their people. Through assessments, coaching, upskilling and transitioning, companies can realise the untapped potential within their own workforce, resulting in increased productivity, morale, and brand affinity.

A division of The Adecco Group – the world's leading HR solutions partner – LHH's 4,000 coaches and colleagues work with more than 7,000 organisations in over 60 countries around the world. We make a difference to everyone we work with, and we do it on a global scale. We have the local expertise, global infrastructure, and industry-leading technology to manage the complexity of critical workforce initiatives and the challenges of transformation. It's why 60% of the Fortune 500 companies choose to work with us..

Learn more at [lhh.com/uk](https://lhh.com/uk)