



EXECUTIVE COACHING

Enabling Leaders and Managers to improve Organizational performance

We help Managers and leaders with tools to empower their teams, to make them highly productive. The ability to lead, inspire and engage teams is a core competency for leaders to help develop organizations. Through coaching, leaders learn how to optimize the value of human capital.

Salient Features of Coaching

- **Self directed learning**

Coaching helps people think better. A Leader is an expert in his/her work. The Coach uses a questioning approach to help the Leaders find their own answers.

- **Solutions focus**

Coaching focuses firmly on solutions - where are you now, where do you want to be and how can you get where you want.

- **Positive feedback**

Coaching is a way of delivering encouragement and belief in people that really makes them move forward.

- **Systematic approach to delivering behavioral change**

Real change takes time, commitment and focus. Coaching is effective because it provides a step by step and systematic approach that slowly produces real change.

- **Stretch**

People perform at their best when they are challenged appropriately. In Coaching, we have a firm focus on solutions and then challenge clients to be the best they can be.

Process

1. Coaching Agreement and Initiative

Here coach enters into agreement between Organizations/ Clients and define the guidelines, agreed upon expectations, commitments and rules with clients.

2. Information Gathering, Objectives and Action Plan

- Coaching Needs Assessment
 - The Coachability assessment
 - Behavioral assessment
 - The work specific activity assessment
 - The personality profiling
 - Organization / workplace feedback process
- Identify developmental objectives
- Develop a measurable action plan

3. Implementation, Review and Conclusion

- Implement Action Plan
- Progress review and feedback
- End coaching engagement
- Post coaching follow-up



Leverage the right Tools

AGC comes with a powerful combination of support tools - all designed for easy customization and integration to support your specific needs.

- **Psycho Profiling**

- ◊ MBTI
- ◊ FIRO
- ◊ BMA
- ◊ Emotional Intelligence Assessment ...

- **Participant Materials**—contains instructions, exercises and content summaries to help Leaders understand and influence human performance. Participants receive pragmatic job aids to guide their coaching conversations.
- **Wheel of Life**- The Wheel of Life provides a unique model for clients. It shows clients what balance in their life looks like.
- We provide custom-made coaching, elucidated in the '**WISDOM**' and **GEAR-UP** frame-works.
- We touch the basic dimensions of **intellect**, **emotions** and **wisdom** through our coaching work. Skills, behavior, connectedness and linkages, emanate from here.

Bespoke Programs

At Auriel Global we understand the difference that coaching can make to the performance of an organisation and how it can be tailored to specific organisational goals.

By combining the right elements we can deliver a bespoke integrated coaching service to meet organisational development activities ranging from improving talent management to supporting major organizational change.

We can:

- help you find the best coaching option
- provide outstanding executive coaches
- help you develop coaching skills in-house
- support organizational development

Benefits of Executive Coaching

For the **Employer** :

- Improved Leadership skills for senior executive
- Higher team performance
- Better ability to complete important projects on time and within budget
- Improved ability to manage change and ambiguity
- Enhanced leadership development pipeline
- Improved staff morale

For the **Executive** :

- Improved self-awareness and self-confidence
- Enhanced leadership skills and emotional Intelligence
- Greater ability to manage creatively in a more challenging business environment
- Increased ability to handle uncertainty and change
- Help you unleash your passion so you can go for your goals.
- Augment your sense of comfort and well-being.
- Better ability to think and act strategically
- Enhanced reputation as a senior manager a leader

Top-notch Executive Coaches

- Our highly respected panel of **Certified Executive Coaches** have been carefully selected from around the globe, based on **rigorous qualifying criteria**.
- All Executive Coaches have deep understanding of organizational contexts and issues, thereby providing faster and better alignments with the Coachees' needs.

About Auriel Global Consulting

Auriel Global Consulting is a pure-play Leadership and Organization Consulting company. Latin for "gold", Auriel epitomizes our quest to "alchemize" both leadership and organizations. Backed by the strong leadership bandwidth and multi-sector expertise of its founder-promoters, **Auriel Global** aims to leverage its deep knowledge of organizations and people to literally help transform them into being seminally more effective, innovative and world-class.

To learn more please contact **connect@aurielglobalconsulting.com** or call **91-9845000894**

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