

Executive coaching

Related services

Management development

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Critical to an organisation's success is how well its key people adapt to change. Everyone will face change during their career and changes in their business environment, in their role and in skill requirements. Organisations invest in CGR's coaching services to ensure that people make the most of the opportunities that arise and that their performance achieves the maximum impact.

Who will benefit from coaching?

Coaching is most often directed where the payback for the organisation is greatest. Individuals who will benefit from this service include:

- high-flyers of whom there are high expectations and who quickly take on increased levels of responsibility
- managers who are taking on a significant new project, challenge, responsibility or role
- individuals who are having difficulty managing their role, their people or both
- individuals who have taken a completely different career direction
- individuals moving into their first people-management role

How will they benefit?

Outcomes include increased self-awareness, enhanced leadership and management skills and a more effective personal style. Fundamentally, CGR coaches help individuals develop and grow towards their full potential and ensure that their development continues long after coaching has finished.

How does coaching work?

CGR provides one-to-one coaching for executives, managers and professionals across all sectors. Coaching is tailored to the individual needs of the client with programmes ranging from targeted coaching for quickly developing specific competencies to in-depth coaching tackling a variety of personal and professional development needs.

CGR begins any new engagement by understanding the organisation's strategy and the business objectives the individual is required to meet. We then work with the individual to identify the critical issues and specific development needs and devise a coaching plan that meets the expectations of the individual and the organisation. This ensures that the coaching programme will provide measurable and tangible outcomes that meet the strategic objectives of the business.

Where necessary, we will also use information gathering approaches to support the process, including interviews with key stakeholders in the individual's development or an assessment of the individual's style, strengths and development needs using a range of psychological tools.

What is CGR's approach to coaching?

Our breadth of expertise and experience of different methodologies enables us to provide a creative coaching programme that meets the needs of the individual. Our experience of fast tracking individual development and addressing difficulties enables us to deliver an individualised programme which brings visible results – benefiting the individual and the wider organisation.

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