

Executive Coaching

IPA

Institute for Human
Resource Development
and Organization



Maximize strengths and potential

As a personnel development manager, your goal is to optimally assist and develop your experts and executives. In order to reach this goal, you are looking for consultants with training in psychology who will be able to expand your employees' perception and courses of action.

For more than 20 years, IPA executive coaches have been conducting personnel-oriented consultation in a business context. We are a sounding board for leadership and management challenges. Within a confidential and professional setting, we facilitate our participants' self-reflection. At the same time, IPA executive coaches consistently keep the focus on the **development and testing of solutions.**

Throughout the process, the coachee retains his or her expertise concerning the particular challenges that come with responsibility. We offer sensible and competent guidance.

Solution-oriented



Guidance on equal footing

The basis of every consultation process is the relationship between the executive and the executive coach. This relationship must be one of equals and has to be characterized by **mutual trust and appreciation**. The main concern is the examination of one's professional role. However, other concerns – like achieving and maintaining a work-life balance – which transcend one's professional role but still influence one's professional achievement potential can be addressed as needed. These topics are examples for the coaching-process:

- career assessment
- further development of human resource management and leadership skills
- conflict management
- self-guidance / priority management.

Approaching individual concerns

Breaking new ground together:



The IPA executive coaching process

Every IPA executive coaching technique is characterized by a high degree of transparency. In other words, we take the time to explain the executive coach's approach and we establish the framework for the methods and modes of intervention the coach will use.

In a preliminary consultation, we establish how well the coach and the executive work together. The willingness and readiness to work together has to be present in all parties without restriction. Only then can an analysis of the issues at hand take place and precise goals be set. Throughout the executive coaching process, the IPA experts place a great emphasis upon the **implementation of the solutions** which have been developed. For this reason, an integral component at the closing of every coaching session is the reflection upon the success and the constraints upon the implementation.

Clear procedures



What makes a good coach

A coach's qualifications and personality can make or break the success of a coaching session. The IPA experts are senior consultants who guide their clients with a great deal of sensitivity to their clients' needs. They know the structures and procedures of organizations, in part as a result of their own personal experience as top executives and managers. They are capable of assessing and understanding their clients' issues. It goes without saying that every IPA executive coach brings the following additional qualifications to the table:

- a degree in psychology, ergonomics, business or education
- human resource development and leadership know-how
- substantial training in psychology for executive coaching.

Professional empathy



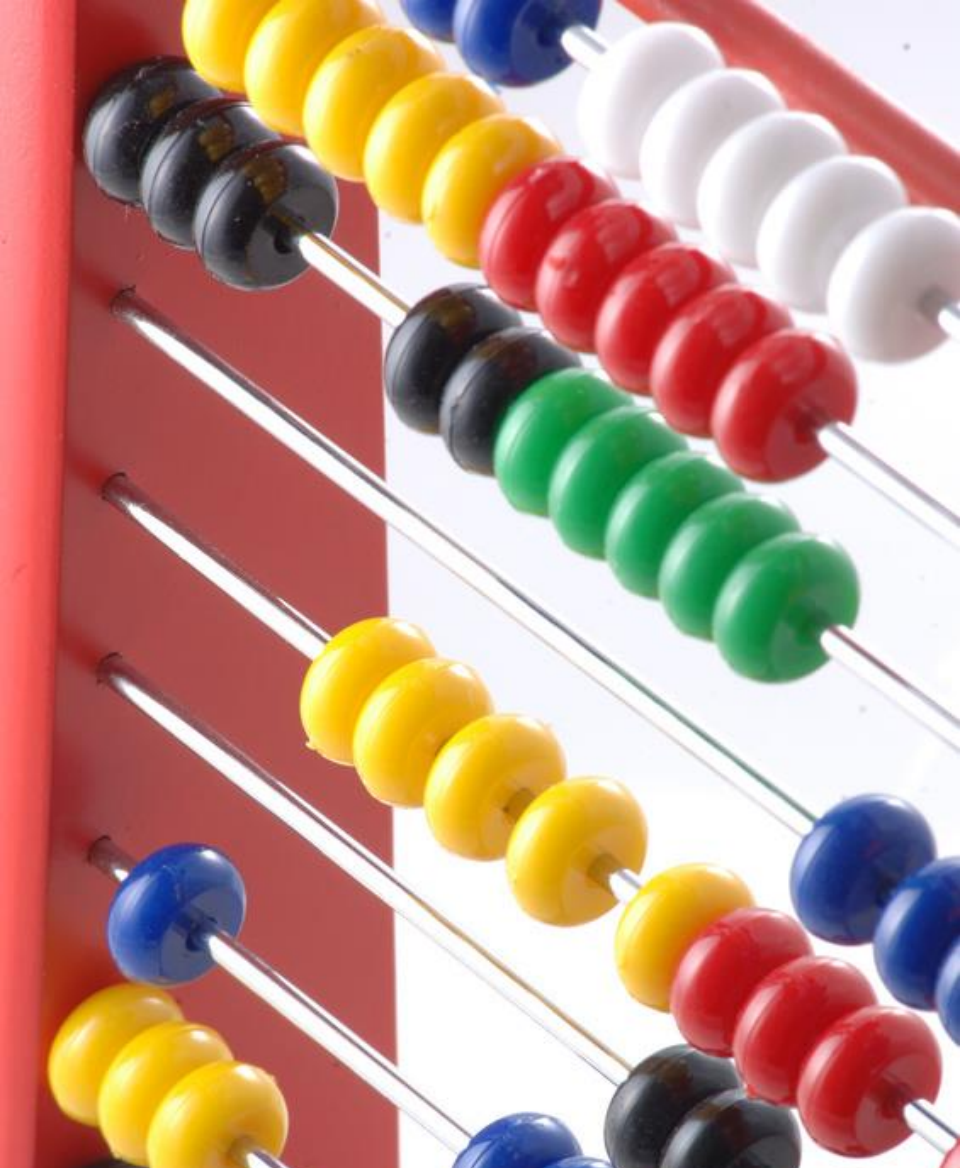
A broad spectrum of methods

The IPA executive coaches draw from a broad foundation of theoretical models, including those from organizational and managerial instruction.

Every executive coaching process, each session with a client is a new experience for us and requires different approaches and intervention techniques. That's why it is so very important for every executive coach to have a variety of methods at his or her disposal. Systemic counseling, psychodrama, behavioral therapy, and neurolinguistic programming belong to the conceptual background, among others. To systematically elevate self-perception, we utilize testing procedures as needed.

If requested, we integrate input from specialists into the executive coaching process; in other words, we provide concrete consultation with regard to the implementation of project management and leadership techniques.

Methods used in practise



Utilizing group processes

Are you interested in exploring group coaching as an effective instrument for improving the communication and cooperation between your project teams and your company's departments? If so, then you would profit from the different perspectives of the group members and contribute to the improvement of your company's feedback process. The new perspective gained from the group coaching process can be a means for further organizational development.

Group coaching sessions typically focus on:

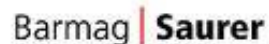
- team development to promote further self-monitoring
- team conflict mediation
- redirecting team strategies.

Particularly in the case of personality-oriented coaching sessions, it can be conducive to supplement group coaching sessions with individual coaching sessions.

Team coaching



Bayer Business Services



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