

Leadership in our veins

Executive coaching &
mentoring programme



GREENKITE

ADVICE / SUPPORT / SOLUTIONS

Executive Coaching & Mentoring is a structured programme of one to one support focused on developing the individual's capability as a Director, Governor & Leader of their organisation, thus enabling the increased probability of long term success & prosperity. Usually conducted over a six month period, the programme aims to develop & increase the individual's personal awareness, enabling them to make informed decisions in order to achieve 'personal' & 'organisational' improvement.



Outcomes
Participant profile
Approach
Process

Benefits
People & Performance
Our Big Picture



Outcomes

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The programme will:

- Establish agreed learning needs & set evaluative outcomes;
- Provide challenge to the current reality;
- Ask thought provoking, challenging questions in order to expand thinking, create options, generate personal wisdom & develop sound judgement;
- Facilitate informed decision making;
- Establish commitment from the individual to continue to develop back in the work place;
- Enable the transfer of expertise & knowledge from the mentor, allowing for a degree of guidance as appropriate.





Participant profile

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This programme is for established Directors wishing to:

- Build better self-awareness;
- Prepare for a career or role change;
- Improve their personal impact & performance;
- Increase their motivation & confidence to make a difference within their field;
- Deal with significant change;
- Improve their leadership capability;
- Build the success & prosperity of their organisation;
- Achieve their full potential.





Programme Approach

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- In order to meet an individual's specific needs, the programme utilises a blend of Executive Mentoring & Coaching principles.
- The working relationship is contracted for the duration of 6 or 12 months, dependent upon the individual's needs.
- The style of learning interaction will be flexible to suit personal requirements.
- The Coach/Mentor facilitates a learning process through six 1:1 action focused sessions in which the Director undertakes a robust self-development journey.
- Each session lasts 2 hours & is undertaken away from workplace distractions.
- The Director is also entitled to open telephone contact as often as is required during the contracted period.





Coaching & Mentoring Process

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1. Contract
phase to select the Mentor, agree roles & responsibilities, desired outcomes & exit strategy

2. Analyse
current position against desired future state, establishing a vision & identifying the significant gaps in the current reality

3. Identify priorities to be addressed, outcomes to be achieved, stakeholders to be satisfied, & criteria for both success & failure

4. Commit to the delivery of chosen outcomes selected from options generated

5. Reflect on progress made against options, establishing learning & modifying actions as required

6. Assess achievements against intended outcomes & progress against future desired states, celebrate quick wins & commit to additional learning, with further modification as required

7. EXIT learning process having confirmed knowledge & skills transfer has taken place



Benefits

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for the individual Director are:

- A confidential, non-biased perspective on the challenges with which they are faced.
- Transference of knowledge & expertise.
- Broadening of current thinking & development of the ability to see the bigger picture.
- Development of a wide range of options & future scenarios for personal progression.
- Time out from the day-to-day pressures to focus on how things can be done to greater value.
- Active listening & on-going support.

for the organisation are:

- Generation of practical solutions & clear action plans to ensure a unique value proposition, provide prudent control & ensure resources are used to provide increased rates of return for the individual & their organisation.
- Increased ability to maintain long-term success & prosperity.
- Enhanced governance arrangements & improved capability within the Board.



People & Performance

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Our Big Picture

GreenKite provide expert advice & practical solutions to help you manage your HR & Organisational Development needs.

We help you achieve your aims & solve the difficult issues around People, Performance, Culture, Leadership development, & when undertaking M&A.

All our Consultants have real-world business experience, we've worked as HR Directors, Organisational Development Strategists & Employment Counsel.

With our wide-ranging expertise & track records of success we can help you protect & grow your business.



See our full offering

greenkiteassociates.com



Our big picture

Outcomes

GreenKite Associates are a team of experienced business consultants specialising in helping ambitious firms achieve their goals.

Participant profile

We work directly with CEOs, Board Directors, Business Owners, HR & Investors.

Approach

Process

Whatever stage you're at, from start-up to M&A, we can provide the support you need right across your business:

Benefits

People & Performance

Set-up, Growth & Sale

People & Performance

Our Big Picture

Process Systems & Technology

Corporate Advisory Service

Our team of dedicated, highly-experienced consultants provide comprehensive support, advice & guidance.

We offer on-going packages & bespoke solutions with the flexibility to meet all your needs as your business develops & grows.

Contact us today to find out how we can help you move your business forward.

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