

What is Executive Coaching?

The International Coaching Federation (ICF) defines coaching as a thought-provoking and creative partnership between coach and client that inspires individuals to maximize their personal and professional potential.

Evolve views Executive Coaching as a client-driven process of self-discovery which is:

- positive, future-focused and action-oriented
- a strength-based discovery process
- builds accountability
- empowers the client as capable and an expert in their own life

Benefits of Coaching

Coaching focuses on the whole individual and the many roles and contexts in which we exist. As a result, benefits from coaching affect multiple facets of an individual's life. Including:

- Increased levels of engagement in work and relationships
- Improved leadership abilities
- Expanded confidence, self-awareness and empathy
- Improved communication
- Increased clarity and direction
- Amplified motivation and accountability
- Advancement of personal mastery

What Coaching is Not

Coaching is not training, consulting, mentoring or counselling. In coaching, the client is recognized as an expert in their own life, fully capable of choosing their own path, responding to challenges and manifesting the future they desire.

Evolve believes hidden within each of us are the answers we need to find meaning, joy and purpose in life. As a coach, my role is to listen deeply, ask powerful questions, and challenge you to find the answers you already possess.

Ethical Statement for Evolve Leadership Coaching and Consulting

Evolve Leadership Coaching and Consulting abides by the ICF Code of Ethics and strives to maintain the highest standard in Executive Coaching.

Evolve honours the values of curiosity, courage, enthusiasm and compassion to build a community based on equality, fairness, empathy and respect. Evolve strives to treat others the way they want to be treated and to do the right thing, even when it is the hard thing. We will show up authentically with an open mind and open heart ready to support our client's coaching journey.

Areas of Coaching

Relationships: The relationship of the people in the company is the human glue that holds the company together to operate at maximum capacity. A coach helps you get to really know your people, their needs and what motivates them.

Emotional Intelligence: Simply put, emotional intelligence has to do with being able to handle situations with compassion through self-awareness and self-discipline. The best managers score high in emotional intelligence.

Feedback: This ranges from active listening to formal assessment tools and reports to explore your performance, behaviour and possible blind spots. Feedback enables the executive to create development plans that improve effectiveness and build alignment between personal, corporate and team values and vision.

Listening: Listening is the key to being an effective leader. Sometimes it is lonely at the top and an executive needs a listening partner to find meaning beyond what is said, start a new dialogue and help gain clarity around important issues and decisions. A coach knows the kind of questions to ask that lead to insights, promote action and build accountability.

Stretch and Risk: We will push ourselves outside of our comfort zone with the support of a great coach.

Work-Life Balance: Re-examining goals and values from a holistic approach. Being a CEO, president or small business owner is not who you are in life, it is only one aspect of a full life of friends and family and interests. How do we keep harmony in all of these areas?

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Inspiring leaders to connect with their heads, hands and hearts to co-create a brighter future