

# Leadership Coaching: Developing better leaders for better results



In the dynamic landscape of modern business, leadership is more than just giving instructions; it's about inspiring teams, fostering growth, and navigating challenges with clarity and decency. This is where leadership coaching steps in as a transformative tool.

Whether someone is about to take on their first leadership role or is a seasoned executive, coaching is for anyone who wants to enhance their leadership effectiveness. In one-on-one sessions our coaches provide the space, structure, and support needed to cultivate self-awareness, explore challenges, develop new skills, and successfully work towards development goals.

While every coaching is of course different, a typical coaching programme follows the following process:



## 1 Chemistry call

Before the beginning of a coaching programme the coach will meet with their suggested coach for a chemistry call.

Apart from getting to know each other they will talk through the coachee's situation and development goals and what specifically they want to achieve through coaching.

This conversation, just like any coaching sessions is entirely confidential.

## 2 Coaching goal alignment meeting

To start the coaching programme, the coachee, their line manager and the coach get together to align on the overall coaching goals.

They also decide if any assessment tools are to be used, e.g. 360 feedback, strengths or personality assessments.

## 3 Coaching process

In one-on-one coaching sessions the coach supports the coachee as they work towards the agreed development goals.

Through conversations, enquiry, exercises, and suggested activities between sessions the coachee cultivates self-awareness, develops new skills, habits, and pragmatic strategies which can be applied to real life challenges immediately.

## 4 Review meetings

At the half point the coachee, their line manager and the coach connect for a brief progress review.

This is an opportunity to review the goals, acknowledge progress and make any necessary adjustments for the rest of the programme.

After the programme finishes there is a full progress review and closing meeting.

**All our coaches are highly qualified and vetted leadership development experts. They all have undergone rigorous coach training and certification, equipping them with the expertise needed to guide their coachees towards their goals effectively. Our commitment to quality ensures that every coaching session is conducted with the utmost professionalism and expertise, providing coachees with the support and guidance they need to succeed in their leadership journey.**

**Our coaching follows the International Coach Federation's Code of Ethics and best practice.**

**We offer coaching in English, German, French, and Spanish.**



### Benefits to the coachee

**Self-awareness & personal growth:** Coaching helps gain self-awareness, identify strengths and development areas, and work towards personal growth.

**Enhanced leadership competencies:** Coaching helps develop and refine leadership skills, allowing coachees to lead more effectively, inspire their teams, and achieve better outcomes.

**Increased confidence:** Coaching boosts the coachee's confidence in their abilities as a leader and enables them to take on new challenges with optimism and resilience.

**Increased wellbeing:** Coaching helps with setting priorities, time management, and staying resilient under pressure.

**Career advancement:** Coaching helps coachees progress their careers by giving them the necessary tools, skills, and insights to navigate challenges and seize opportunities.

### Benefits to the organisation

**High-performing leaders:** Coaching equips your executives and managers with the skills, strategies, and mindset needed to inspire their teams, drive innovation, and achieve business objectives.

**A culture of growth:** Providing Coaching demonstrates your commitment to learning and development and creates a culture that values continuous improvement, and adaptability.

**Enhanced team collaboration:** Coaching improves communication, collaboration, and conflict resolution skills, fostering a better and more productive work culture.

**Better retention of top talent:** Investing in employees professional growth leads to increased job satisfaction, and reduced attrition.

**Organisational success:** By harnessing the full potential of your workforce, you enable increased productivity, improved decision-making, and a competitive edge in the market.

“The coaching has given me a very clear 10 year goal, which is further than I have ever planned for before. Not only did we work together to set out the goal, but I have some high level steps to take to reach that goal in the time frame. It was a very valuable exercise for me and has given me a refreshed engagement and excitement about the future, with a clear and deliberate path ahead.”

Farrah Gilenan, Strategic Marketing & Convenience Channel Director, Foodservice, Kerry Group

### About Liebfrog

Working with organisations around the world, we develop leaders who combine sharp business acumen and decision making with integrity, respect, and empathy for others. As such we give professionals the courage and skills they need to lead with clarity and decency.

Over the last nine years, we have worked with people in over 50 organisations across many different industries, including technology, financial services, consumer goods, law, oil and gas, entertainment, not for profit, and start-ups.

Liebfrog is led by Karin Mueller, an accredited executive coach, trainer, and facilitator with 25 years of professional experience. With a core team of highly experienced associates and a wide network of experts, we have the flexibility and scale to deliver a wide range of assignments.

Book an exploratory call