



## LEADERSHIP COACHING NEWSLETTER

### This Month's Topic: **Executive Coaching**

As the world's top executives look forward to retirement, a new generation of leaders is being groomed at a mad pace. These new leaders' growth will come from on the job experience, professional training and personalized leadership development through executive coaching in order to fill the shoes they're expected to fill.

#### **The Sherpa Executive Coaching Survey.**

Sherpa is an executive coach training and certification organization sponsored by the Tandy Center for Executive Leadership at Texas Christian University. For the past three years, Sherpa has conducted an Executive Coaching Survey and they've identified some noteworthy industry practices and trends in their 2008 Survey.

#### **Trends.**

1. In Executive Coaching there are major moves towards:
  - a. Coaching as a leadership development tool, rather than a problem-solving mechanism.
  - b. In-person coaching, that's more supportive and results oriented.
  - c. Regular structured coaching meetings with fixed length engagements.
  - d. Adoption of industry standards for training and certification.
2. More than two thirds of organizations hiring coaches use both internal and external service providers.
3. In the early days, Executive Coaching was used for problem-solving and "career saves." This kind of coaching created a negative stigma about the individual being coached. There's now a meaningful movement toward providing executive coaching as a pro-active move, towards developing leadership. In fact, Executive Coaching is now more of a status symbol and the mark of a growing leader being groomed for greater possibilities. HR professionals and coaching clients report that coaching is becoming a more widely used leadership development tool and has increased its use for this purpose moving from 43% to 50% over the last couple of years.
4. The delivery of executive coaching is moving towards in-person meetings versus phone sessions. 49% of executive coaching is now delivered in person, up from 40% two years ago and approximately 40% of executive coaching takes place on the phone.
5. 50% of organizations surveyed reported allowing managers at every level to participate, while 50% limit coaching to senior managers and executives.

59% of coaches and 65% of organizations favor limiting coaching engagements to 6 months, with 44% opting for twice-a-month coaching.



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#### **Questions to Ask Yourself.**

When is the last time you had a leadership checkup?  
When was the last time you provided a leadership check up for your executives or managers?  
Are you providing the right leadership development for your leaders?  
What else could you provide that would really groom them for their next level position?  
How could Executive Coaching help you further the development of the leaders in your organization?  
If you don't help develop your leaders who else will?

#### **Recommendations**

Recommended reading: "[Presence](#)" by Peter M. Senge, Joseph Jaworski, C. Otto Scharmer, and Betty Sue Flowers

Recommended Corporate Leadership University training courses: [Click here](#). These courses are conducted by Vision Quest Consulting at your location of choice. Call or email us for more information. 978-692-4454, [wcapland@visionquestconsulting.com](mailto:wcapland@visionquestconsulting.com)

We offer leadership and executive coaching, training courses and consulting services to help organizations develop a deep talent bench. We focus on giving good managers tools to use to make them into more effective leaders. Call or email us for more information. 978-692-4454, [wcapland@visionquestconsulting.com](mailto:wcapland@visionquestconsulting.com)

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