

LEADERSHIP COACHING

Coaching brings out the best in individuals and teams, resulting in improved performance, increased productivity, and stronger leadership.

At Lixivium, we see coaching as an integral investment by any organisation in accelerating performance and supporting and guiding current and future leaders.

OUR DIFFERENCE

At Lixivium we pride ourselves on having a highly regarded and proven team of executive coaches. All the coaches on our team have:

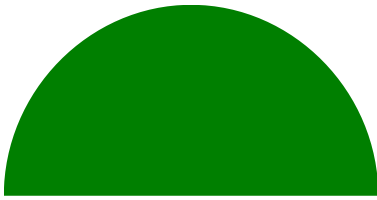
- Recognised qualifications
- A strong commercial background at senior and executive level positions
- The ability to plan and measure the progress of the coachee, so that quantifiable outcomes can be reported back to the organisation if required

Why does Leadership Coaching work?

The role of a coach is to assist the coachee to learn – by asking the right questions, setting challenges and helping find within themselves all the resources they need to succeed.

Coaching works as it:

- Concentrates on potential, not past successes or failures.
- Focuses on action and possibilities, allowing new paths and approaches to be explored with support and guidance.
- Recognises the uniqueness and individual approach of each person. Our coaching is tailored to the coachee and their goals and challenges.



LEADERSHIP COACHING

Coaching typically takes place in person, with each session lasting up to one and a half hours. Initially, we dedicate time to gain a comprehensive understanding of the client and the challenges they are facing. From there, we develop a coaching plan that will guide our sessions and includes measures of success.

Typically, at the end of the initial set of sessions, a review of progress is undertaken and the coaching program may continue for a further set of sessions or the coaching engagement will conclude. Coaching is a very individual journey and some people find that they need greater support to step up to challenges and create long lasting changes in their behaviour, skills or attitude. We are happy to discuss progress and make recommendations that are tailored to suit each coaching client's needs.

How can the coaching experience be optimised?

Coaching will be of the greatest value if those taking part are:

- Ready and motivated to create positive change.
- Open and honest with themselves and their coach.
- Open to feedback and are prepared to challenge their own beliefs and assumptions.
- Willing to take responsibility for completing set tasks between sessions and trying new ways of thinking, behaving and learning.
- Prepared for their session (providing a minimum of 24 hours notice for reschedules or cancellations).
- Willing to intensely focus on themselves as the enable their own growth.

OUR COACHES

Warren Senn, Director

Warren Senn is the Director of Lixivium Consulting and designs and facilitates organisational development sessions for teams and work groups, as well as providing counselling, individual coaching and training programmes for key talent. Throughout his career, he has focused on working collaboratively with companies to be an agent for change; driven by the needs of the company and individual rather than any "sales agenda". Coaching and mentoring has always been one of his strengths. To this end, Warren has specialised in conducting all forms of psychometric assessment and then using the output for professional development especially in the areas of leadership style, interpersonal communication, negotiation skills and facilitating change from within.

Katie Tobin, Senior Consultant

Katie Tobin is a Senior Consulting Psychologist at Lixivium Consulting. She provides organisational development, leadership development and executive coaching to senior executives within government, education, corporate, and not for profit sectors. This has included providing 360 degree feedback debriefs, administering and debriefing personality, mental health screening and leadership assessments using a range of psychometric instruments. She has extensive experience providing executive coaching for leaders within organisations. Katie has also delivered leadership development training and workshops for middle and senior leaders within organisations and has worked with leadership teams on developing strategy and improving their functioning as a team.

