

Challenge

The term 'Executive Coach' is often used, inferring that only those in an executive position either require or are worthy of coaching. As we progress through our lives we all have times when we need the support of a coach, someone who can provide impartial feedback, act as a sounding board and offer advice as we deal with the challenges associated with change, transition, balance or the multitude of other issues facing us all. Traditionally an individual is paired up with a coach during times of crisis, the coach's role is to intervene and help the individual get back on an even keel. As a result the need for a coach is often seen as a sign of weakness, once the crisis is avoided we return to the status quo, until the next time. Is there a way to use coaching in a more proactive, ongoing manner that avoids reaching the crisis situation in the first place?

Solution

At Byng Leadership we believe in pro-active coaching, working with individuals throughout their lives, helping them avoid the crisis situations that necessitate a serious intervention. We work with individuals in a confidential manner, to help them as they learn about themselves, their values and their purpose. We will support them as they gather feedback about themselves, being honest about their strengths and weaknesses, and understanding their ego's that inevitably take a hit every now and again. Each journey is unique but some of the common elements include:

Self-Awareness - The key to successful personal leadership is self-awareness. We help people understand themselves - their strengths, weaknesses, desires and fears. We use a variety of tools including 360 feedback and personality profiles.

Communication - Understanding how we communicate and more importantly, how we sometimes fail to communicate is an essential skill.

Vision - We help individuals create their own personal vision, understanding why they do what they do. Helping people establish their own personal values and how to align them with the organization that they work for.

Balance – Balancing all elements of our lives is a real challenge, we work with people to obtain a more healthy balance, leading to more rewarding relationships in all aspects of their life, starting with themselves.



Delivery

All individuals have different needs when it comes to personal coaching, in many cases it takes a couple of sessions to even understand what those needs are.

The relationship between the individual and the coach is very personal and unique. We therefore offer a free introductory session to determine the compatibility and if appropriate we may suggest an alternative coach. Assuming that the dynamic works for both parties a plan will be developed that identifies the frequency and type of engagement, our preference is for face to face meetings whenever possible.

Life has a habit of throwing us curve balls so our coaches are available between sessions to offer advice and support on an as required basis.



Sometimes the first step is the most daunting

'A coach is someone who tells you what you don't want to hear, who has you see what you don't want to see, so that you can be who you have always known you could be'

Tom Landry

Contact Us

Give us a call for more information about our services

Byng Leadership

p—647 998 2964

e—info@byngleadership.ca

Visit us on the web at
www.byngleadership.ca

About us

Craig brings over 25 years of experience leading teams, projects, organizations and individuals. With a background in engineering, project management, construction management and operations management he brings a wealth of knowledge to your organization.

His focus is on Leadership Development, tailoring programs to suit the needs of your organization and people. Getting beyond the traditional 'check in the box' approach to leadership development, he will take your people on a journey of discovery, learning about themselves and how their beliefs and behaviours shape the outcome of their enterprise. Supporting your team as they grow into a forward thinking, innovative and dynamic group who are hungry for change and driven for success. Craig's experience spans a wide variety of industries including power, renewable energy, pharmaceuticals, bio-tech, oil and gas, healthcare, transportation infrastructure and manufacturing.

Craig teams up with an experienced group of consultants, all specialists in their field, to deliver the perfect experience for your people.