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Executive Coaching and all that it essentially stands for by James Blee

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Wondering what exactly does the term executive coaching mean? Well, according to leading online sources, it is a lucrative business that has been around since the ancient times. However, the term executive coaching, as we understand it today, caught the rage in the nineties. It has grown in leaps and bound to become one of the major aspects of contemporary business scenario.

The whole idea is based primarily on the belief that making certain changes in habit can augment greater business success and efficiency. A majority of these coaching relationships are personal in nature and take place either in a one-on-one setting or a tiny group. Others tend to be more general and occur on a bigger scale. All, nonetheless, have some sort of individual contact, no matter whether through email sessions or phone conversations or in-person interactions.

Assessment happens to be the foremost step in any executive coaching program. An executive coach has a list of common issues to deal with and encounter. His focus, however, remains on the most pressing of all issues- one which have the highest impact on the organizationâ€™s success. To some, this means time management. Others, however, may take it to denote the organization as a whole. Still others often have issues with lack of fear and confidence. Some executives simply cringe at the thought of having to think something creative or out of the box. Each and every client comes with their individual mentality having different focus areas. A majority of assessment programs use a combination of interviews and tests.

Once the assessment session gets over, the executive coach starts developing a proper training plan. This includes a set of criteria and expectations for success. This allows both the client and the coach to understand what is likely to take place during the training program. That way, the coach and the client can make a healthy and knowledgeable decision about common and mutual goals. It is, in fact, the basis of contract between the client and the trainer. It should ideally cover the materials to be assessed, the timing, the number of interactions, and accountability factors among others.

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James Blee - About Author:
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