



Welcome

Welcome to the June edition of our newsletter, keeping you up to date with the latest developments, news and events from Executive Coaching Tools Ltd (ECT).

Success at HRD

We spent three great days exhibiting at this years HRD show at London ExCel. Subsequently we have been having some interesting conversations with a range of new clients. Below are just a few examples...

A Government agency who want to add a 360° analysis to their leadership development programme.

A global internet communications software company looking to provide support and challenge to their senior leaders through the use of 360° analysis and powerful feedback. They have ambitious growth plans and wish to use the tangible data to inform the areas to focus on going forward. They are also looking to establish the current strengths and weaknesses of the senior group as a whole and to have a mechanism for tracking their progress, allowing them to review the data both individually and as a group.

A leading London university interested in creating a bespoke 360° tool based on their in house competency framework to add to their performance review process.

An investment bank looking to pilot 360° analysis with their executive team with a view to introducing it across the company.



Heather Cooper, Director of Executive Coaching Tools Ltd at HRD 2009.





A Spotlight on our 'Executive Summary Report'

In addition to the individual 360° feedback reports, we can extract data to provide powerful management information in the form of group summary reports. Below are some examples of how this product is currently being very successfully used:

Case study 1

All members of the Board of one of the Big 4 accountancy firms completed our 360° tool - Leading Through Change followed by a 1 to 1 feedback session. The outcome for each individual was a development plan that captured strengths and areas for further development. The data was also summarised so that the Board could anonymously review their overall areas of strengths and weaknesses. This revealed a strong client focus for the Board, but there were a couple of areas in which they could perform more strongly. As a result of the summary report the Board reviewed their approach and put in place actions to remedy these shortcomings.

Case study 2

A global communications organisation wanted to improve the performance of their senior management team. Each individual was offered the opportunity to work with an executive coach for 6 months. Prior to the onset of each individuals coaching programme, 360° analysis was conducted using Leading Through Change. On completion of the coaching programmes they re-ran the 360° analysis. The objective was to ensure focused powerful conversations and provide a mechanism to assess ROI. A Summary Report successfully allowed the organisation to assess the impact of coaching by providing tangible data on the progress for individuals and the group as a whole, whilst also identifying outstanding areas to be addressed.

Case study 3

We have just completed an assignment where an alliance had taken place between two highly successful companies. Whilst the two companies were individually successful, the alliance was not realising the anticipated potential. We conducted 360° analysis across both Boards and completed individual feedback sessions. The overall data was summarized and fed back to the Boards. As a result clearer structures and working processes across the two companies has led towards a high performing team.

'In Print'

Heather Cooper, Director at ECT has contributed to '101 Coaching Strategies' due to be published by Routledge on the 31st October 2009. '101 Coaching Strategies' covers a number of issues faced by professional coaches and provides focused, practical strategies to help coaches with their work. Each point provides a detailed explanation of the strategy together with potential pitfalls and solutions. This book will be a handy reference tool for busy coaches; the bite-sized strategies will also provide a useful guide for those in training.

<http://www.routledge.com>