



Executive coaching



“ **Setting a goal is not the main thing. It is deciding how you will go about achieving it.** ”

Tom Landry

“ **Who exactly seeks out a coach? Winners who want even more out of life.** ”

Chicago Tribune

- Is your business strategy supported by the right people development programmes?
- Do you know your staff's development needs and aspirations?

DST people4business executive coaching provides

- An unbiased assessment of personality & behaviours
- Structured coaching sessions & on-the-job application to
 - Improve the executive's ability to achieve agreed goals
 - Better manage behaviours and increase personal & team performance in a sustainable way
 - Develop tomorrow's leaders
- Support options integrated with other HR processes



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- **DSTpeople4business** provides affordable packaged HR tools. The executive coaching packs help business owners and organisation leaders **achieve success through proactively optimising their key executives' ability lead the business.**
- DST Associates are mature business people who have experienced first hand the pressures and joys of running a business. They are committed to making HR management easier, cost effective and more likely to produce the right outcome.
- The **DSTp4b HR Management** integrated solutions allow you to build a solid base to manage your people using integrated HR information and processes.



How it works

1. Agree the coaching candidates and the programme scope
2. Confidential on-line behavioural assessment*
3. Coach and coachee set up a confidential individual coaching contract
4. Coaching sessions and on-the-job applications alternate focused on immediate issues and opportunities
5. Review outcomes and implications for other HR management processes
6. Review and agree potential extensions of the programme to strengthen behavioural change and address specific issues
7. Agree best support process integrating key team members

* DSTpeople4business coaches are accredited users of a range of psychometric assessment tools available through TestGrid