

# OUR SERVICES

EXECUTIVE  
COACHING





Maximize performance with personalized executive leadership coaching for one-on-one development.

Our executive coaching team partners with clients on a one on one and team basis in a creative process that inspires them to maximize their personal and professional potential, working through real life business challenges.

## WHAT IS EXECUTIVE COACHING?

Executive coaching is a learning approach that creates self-awareness, helps drive transformational change, and provides critical challenge and support. Our executive coaching services build a collaborative relationship between the coach and the leader and are customized to fit the needs of busy executives.

Through regular face to face or virtual coaching sessions, the executive coach understands the leader's strengths and areas of improvement, which then design together with the leaders the coaching session goals.

## EXECUTIVE COACHING BENEFITS:

- Improvement in team leadership performance
- Sustainable organizational change
- Increased emotional intelligence, mental fitness and self-awareness so leaders can use their strengths more effectively
- Higher levels of leader resilience
- Development of strategic thinking skills
- Increase Leaders engagement and focus in achieving results

## OUR COACHING PROCESS:

Yearn coaches help leaders to be more effective. Our executive coaching approach is tailored to the unique needs of each coaching client. We make use of a variety of assessment tools including PAPI 3, Systemic Team diagnostic tool and others.

We begin each coaching engagement by working to understand the specific goals of the organization and the coaching client (Coachee). With the goals as the guiding principle for the engagement, we create a coaching plan with clear milestones. Coaching can be done virtually or most effectively though face to face meetings.

## OUR TEAM

Yearn team are certified coaches by the International Coaching Federation (ICF), they have a collective experience of leadership management and coaching using different approaches and tools.

## COACHING PRINCIPLES

There are many coaching principles and models that are so unique and effective. At yearn we believe that the systemic coaching approach is very powerful and effective. As Systemic coaches, we simply and practically accompany people, teams and organizations and help them recognize the behavioral patterns or systemic patterns that are embedded within their work/personal system. We facilitate a conversation through using different strategies to help the client discover that root cause of the pattern, explore it, be aware about it and have a clear action plan for the way forward.

***“Awareness is 70% of the solution.  
Start being Aware Now.”***

