



## Executive Coaching

### What Is Executive Coaching?

Top executives, management, board members, and other individuals utilize executive coaching to assess their abilities for managing people, businesses, and organizations. Leaders at the helm of a company or organization face difficult challenges ranging from recruitment strategies to systems development. Executive coaching functions as a confidential professional development resource for savvy professionals striving to polish their personal management style and leadership skills. It provides an objective outlet for leaders to discuss professional relationship obstacles and to explore alternative problem-solving strategies to managing others.

### Challenges of Leadership and Continued Professional Development.

Top organizational leaders are often revered as visionaries. They are thought of as innovative thinkers who execute sound judgment, devise successful management strategies, and function as experts in their industry. However, despite their successes as leaders, our executive clients identify professional isolation as the significant challenge to continuing professional development. Although many have a natural aptitude for managing others, quite a few strive to manage more effectively and efficiently. At the same time, the latter may fear that publicly discussing their professional limitations may demonstrate a lack of confidence and competence in their leadership position.

### How Javitch Associates Provides Executive Coaching Services.

Because of our experience, many top executives and organizational leaders have turned to Javitch Associates to assess their professional strengths and limitations. That is an important reason we offer *confidential* services that integrate our expertise in management and organizational behavior methodology. We partner with organizational leaders to offer objective insight and constructive feedback. The following six components are a snapshot of what you can expect from our executive coaching program.

1. Initial client meeting to determine goals and objectives
2. Administer the following three questionnaires

**Strength Deployment Inventory (SDI)** is a self-scoring motivational assessment tool. It measures an individual's motivational value system both when things are going well and when the person faces conflict or opposition. The SDI goes beyond the behavior, and into the motivations and values that underlie those behaviors. The applications of the SDI are many, including building awareness of self and others, leadership development, team building, decision making, conflict management, and dispute resolution and mediation.

(Reference: [www.spa.ca/training/public/sdi.html](http://www.spa.ca/training/public/sdi.html))

**FIRO-B-** (*Fundamental Interpersonal Relations Orientation Behavior*) is a powerful tool that assesses how personal needs affect the individual's behavior toward other people. Each item is measured in two dimensions: the individual's expressive behavior, and the behavior the individual's want from others. The FIRO-B instrument offers insight into your client's compatibility with other people, as well as into your individual characteristics. We use it in any situation that requires interpersonal behavior measurement, including management development, team building, employee development, and individual or team coaching. (Reference: [www.career-lifeskills.com](http://www.career-lifeskills.com))

**Personal Profile System** is especially useful for conflict resolution, team building, and communication improvement. The personality profile is designed to grow as you grow professionally and can adapt to your rapidly changing needs. It's a resource that can be used alone or in various combinations to manage people, processes, and performance. (Reference: [resourceunlimited.com](http://resourceunlimited.com))

3. Conduct a 360-degree Assessment
4. Provide feedback analysis
5. Develop a coaching plan and
6. Implement the plan

### **Benefits of Javitch Associates' Executive Coaching Services.**

- 1. Objective insight and management expertise** -As managers and organizational psychologists, we have more than 25 years of experience that informs our work. We have assessed and coached individuals and teams by going beneath the surface of and individual's skill and personality levels to determine his or her strengths and limitations.

Consulting with professionals in a wide-range of industries, we provide sound resolutions addressing the unique and diverse issues you may face as a leader. We work closely with you to strip through organizational politics and environmental obstacles to offer objective insight and management expertise.

- 2. Organizational behavior expertise** -As organizational psychologists, we utilize field proven strategies to help individuals assess the strengths and limitations that influence their professional development. Our expertise is steeped in our understanding of management issues that affect your ability to lead. We believe executive coaching is a proactive approach to strengthen your position as a leader, and we provide a depth of experience that gives you an edge.
- 3. Professional development-** As a leader, finding an environment in which to continue your professional development is often difficult. At Javitch Associates, we are consultants to leaders that work daily with senior managers to assist them in improving their professional and interpersonal knowledge and people skills. Our experience benefits you because we have a solid understanding of the challenges you face and the sound strategies you will need to address these issues.
- 4. Confidentiality** -As consultants and managers, we value confidentiality and respect the needs of our clients for discreet consultation. We are a client-centered firm that tailors our

services to accommodate your schedule and to ensure the strictest confidentiality.

**Do you need an executive coach?**

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