

CEO Coaching & Mentoring

Taking you to the next level of professional success and personal fulfilment

Why Coaching?

Running a high performance career, leading a family and making a fulfilling social life is a challenge – the demands and expectations on you are exceptionally high – you are expected to be fully available to you colleagues, your family, *and* achieve a degree of balance between life, work and your relationships. This is a tough call for anyone.

Few can master this alone. No high performance athlete would dream of achieving gold without a coach or team of coaches. Is it really any different for any high achiever?

You may find it difficult to find someone who you can really talk to. Someone who is independent of your business and family. Someone who will listen to you and who knows how to help. Someone who you can trust absolutely and who only has one agenda – guiding you through the demands of living and working at the peak of your potential. Our executive coaches are highly experienced and trained professionals. A relationship with one of our team is likely to become one of the most valuable and precious resources that you have available to you on your journey.

The Outcomes

**Change is inevitable,
growth is optional!**

Dr Michael O'Brien

We do not follow a rigid formula or programme with our clients. We work to your agenda – which we help you to set. Each individual will work with us in a unique way. Here are some of the outcomes you should expect:

- Create real clarity about your personal vision and how this can be interwoven with your professional role and your organisation.
- Establish an agenda for your own personal and professional growth.
- Map and prioritise the complex personal and professional relationships that you have to nurture and manage.
- Getting deep insight into the hearts and minds of those you need to lead and influence, and becoming a master at managing the differences and difficulties that exist between people.
- Brainstorming and testing ideas in a safe and agenda-free environment.
- Creating a framework for cascading your leadership and influence through your team, or through the entire organisation if you are CEO.
- Understanding deep-process transformation in individuals, teams, organisations and communities.
- Mastering complexity, problem solving and systemic thinking skills.
- Developing greater intuition and sensing secondary agendas and the psychology at play in relationships and teams.
- Achieving uncommon balance between life, work and relationships.
- Understanding your own internal restlessness and drivers.

How It Works

We will design a framework that meets your individual needs. A typical coaching framework would look something like this:

Basic Framework

- Begin with a full day-and-a-half retreat with your coach to establish the agenda, and urgent issues to resolve and map a plan for your personal and professional growth.
- Meet approximately once per month for a morning (two to three hours).
- Schedule fortnightly telephone conversations.

Additional Services

The basic framework can be supplemented by:

- Observing you in your board or team environment, managing meetings.
- Working with your team on their collective effectiveness, and helping you to cascade your vision in ways that engage them emotionally.
- Helping to resolve difficulties and conflicts with colleagues or reports.

Selecting A Coach

Great care and thought should go into selecting the right coach for you. There has been an exceptional growth in life coaching and executive coaching services in the past five years. There is only a small percentage of truly expert coaches working within this growing community.

In selecting our associates we avoid anyone who has become too attached to a single branch of psychology or therapeutic model. We find dogma unhelpful. We avoid expert advisers – and believe an excellent coach works with *your* knowledge, skills and values rather than his. We avoid the ex-executive with a “*been, there, done that, got the tee-shirt*” approach to mentoring.

Coaching is a very special and highly tuned skill set. We believe that we attract a very special, talented and experienced group of associates who will become trusted allies and close confidants on your onward journey. Each of our associates has access to Adrian Gilpin, the IHD Chairman, for their own coaching and for helping them to think through specific issues or problems they are helping a client to address.

Our processes are based on many years of collective experience in the field, and rooted in the most advanced methods and ideas in human excellence, leadership and organisational change. Central to our work are the core ideas at the heart of the IHD, continuously being developed by Adrian Gilpin as he works with CEOs and executive boards around the globe.

Our approach builds authentic transformational leaders, and – more importantly – uncommonly happy and fulfilled individuals who are living the life they want to live and being who they really are. This is a rare and priceless gift.

What You Will Invest

CEO Mentoring by Adrian Gilpin

Day And A Half Residential Retreat £4,995 +VAT plus accommodation costs for yourself and your coach

Quarterly Coaching (monthly sessions in London) £4,995 +VAT

Daily rate for observing you in your work environment or coaching/facilitating your board from £3,995 +VAT

Executive Coaching with Senior IHD Associates

Day And A Half Residential Retreat £2,995 +VAT plus accommodation costs for yourself and your coach.

Quarterly Coaching (monthly sessions in London) £2,500 +VAT

Daily rate for observing you in your work environment or coaching/facilitating your board £2,500 +VAT

Contact Us

Please call Adrian Gilpin

Tel: 0800 074 0518

eMail: adrian.gilpin@ihd.co.uk