



# Executive Coaching

## Some personal perspectives

Definitions abound for coaching and I favour this one from Peltier (2001).

*"The use of psychological skills to help a person develop into a more effective leader."*

Expanding on that, we could also say that it exists as a confidential, one-to-one, conversation where coachees can explore their thinking and expand upon their learning. It is a time to look at issues, stories and situations from multiple perspectives and with an eye for new and meaningful interpretations. As an experienced executive coach, I take a person-centred approach to my coaching practice; with the coachee bringing the technical expertise, my role is to create and hold a free thinking space for reflection and insight.

Any coaching session will be a maximum of two hours duration, with no agendas or set themes to hinder the conversation.

Grounded in everyday reality, but in a safe and trusted environment, any Executive Coaching session with me will allow the coachee to experience an external perspective, to gain an understanding of the wider leadership issues faced across sectors, to be positively challenged and supported in their own development and growth and to regularly work through the long term strategic planning and execution issues facing the organisation.

For each session the key questions posed will always revolve around:

- So what does this mean for me?
- What am I prepared to commit to in order to make this happen?
- How will my behaviour reflect what we have discussed today?

The underpinning methodology of my coaching practice is a Socratic / Appreciative Inquiry perspective, and for reasons of simplicity and consistency, the GROW model can be employed to structure each session.

**Gareth L. Smith** – BSc, MSc, PhD

## For More Information

See our website [www.tealconsulting.co.uk](http://www.tealconsulting.co.uk) or e-mail us at [info@tealconsulting.co.uk](mailto:info@tealconsulting.co.uk).

**"Personally I feel regular coaching sessions with Gareth keep me on top of my game. It gives me a chance to discuss issues that are bothering me or holding me back in a safe environment – without such an outlet there's no doubt that these things could impact on my performance. I can discuss things with him that I would probably only share with the dog (and his coaching skills aren't up to much!)."**

**"My coaching session with you proved to be one of the most important hours I've spent in recent years. It has led to self reflection, decision making and changes being made to my thinking and my future."**

**"Your style is different from others and one which certainly makes you 'think' after each session. It also explores each and every one of us as individuals, which I think is great as that is exactly what we are."**

## CONTACT US

Surrey Office: +44 (0) 1483 420550  
Leeds Office +44 (0) 113 2940375  
E-mail: [info@tealconsulting.co.uk](mailto:info@tealconsulting.co.uk)

