EXECUTIVE COACHING

PI
What is Executive Coaching
Definition & Role of a Coach

Definition:

Executive Coaching involves partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.

Coach’s role:

Executive coaches provide an ongoing partnership designed to help clients produce fulfilling results in their personal and professional lives. Coaches help people improve their performances and enhance the quality of their lives.

Coach’s preparation and skills:

Coaches are trained to listen, to observe and to customize their approach to individual client needs. They seek to elicit solutions and strategies from the client; they believe the client is naturally creative and resourceful. The coach’s job is to provide support to enhance the skills, resources, and creativity that the client already has.
What is Executive Coaching

Why get involved

Why coaching

Our clients come to our coaching practice to achieve the results that are important to their personal success and the long-term success of their organization.

We believe that our clients are the expert of their own career. Our role as a coach is to draw out the client’s expertise through inquiry, curiosity and questioning. We help our clients to envisage and become their best self.

To do that, we introduce self-observation exercises and behavioral practices. We are attentive to our client’s physical, emotional, cognitive and spiritual state. We help the client to focus on their behaviors and presence.

Our role as Executive Coaches is distinct from consulting, advising, therapy, or counseling. However, Executive Coaching does address personal issues or life conditions that impact the whole.
What is Executive Coaching

Triggers & Focus

Why use an Executive Coach:

- **Strategic Context:** Leadership Effectiveness
- **Behavioral Change:** Style/Approach
- **Transitions:** Roles & Organizations
- **Performance:** Results Focused
- **Special Topics:** e.g. EQ, SQ, & CQ

What professionals focus on in coaching:

- **Behavioral Change** 55%
- **Leadership Effectiveness** 45%
- **Enhanced Relationships** 40%
- **Personal Development** 17%
- **Work/Life Integration** 7%

*Reproduced from: The Columbia Coaching Certification Program – Dr. Terrence E. Maltbia – Faculty Director, Department of Organization & Leadership, Teachers College, Columbia University. New York, NY.*
What to expect
Coaching Process – Engaging & Advancing

Engaging

After a mutual agreement on the commitment to the coaching process, we will work on identifying the key behaviors to increase your career effectiveness. This may include job search strategies or business plan development, as requested. Measurable goals will be defined and checked upon regularly.

Advancing

Once we have defined the high leverage behaviors to focus on, we will start to work on action plans to enhance those behaviors. Knowing that priorities often shift, we will revisit your agenda regularly. In addition to the coaching sessions, you will have targeted assignments which will give you valuable feedback to help you accomplish your goals.
By challenging your assumptions, you will be guided to identify your own solutions to achieve your career goals.
## What to expect

### Coaching Process – Disengaging & Timeline

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<th>Disengaging</th>
<th>Timeline</th>
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<td>When the sessions end, you will be asked to share your success with others. You will capture any key learnings or insights that you came to during the coaching sessions. Finally, you will work on a long-term plan to sustain your progress once coaching has ended.</td>
<td>The timeline for a coaching engagement may vary greatly depending on the nature of the work, organizational needs and availability. Typically, this is at least a three-month engagement with sessions every other week. A coaching engagement may be extended or shortened by either the client or the coach.</td>
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What to expect
Commitment

From your Coach

• Support you in identifying goals and strategies to reach your aspirations
• Assist you in gaining clarity about what your value and your purpose, or vision of a specific area/focus point in your life, or of life in a holistic sense
• Encourage you to take action in key areas, initiate moving to what you want, initiate resolving barriers or challenges to moving forward
• Listen carefully to what you say, asking questions, and providing candid feedback
• Be a resource and share resources and tools
• Acknowledge and honor you and your process

From You

• Come to the coaching session prepared with what you want to discuss
• Experiment with new approaches, try new behaviors and perspectives
• Take ownership for your progress and success
• Keep focused on what is important to you – provide that information throughout our process together
• Provide feedback on whether the coaching is valuable and focused on what you feel you need
• Practice a deep appreciation for yourself and your own process.
Why Pi Executive Coaching

About Pi

Who we are

Pi Executive is a Premier Executive Talent Advisory firm consulting clients on how to attract, retain, assess and coach what is the most critical resource in any organization – human capital.
We work with Fortune 500 companies, as well as start-ups, family owned and private equity backed businesses. Our multinational team is fully vested in the success of our client organizations.
Combining years of experience in HR consulting on a global scale, our Partners thrive in delivering customized talent-development solutions including: retained executive search, talent strategy and assessment, executive coaching and on-boarding.
At the core of our delivery we pride ourselves in transparency, honesty and integrity.
Why Pi Executive Coaching

Our Principles

Guiding Principles

Based on our own corporate values (see white paper below), we follow the guiding principles also defined by the Columbia Business School.

- Adhere to High Standards of Ethical Conduct
- Earn the Right to Advance at Each Stage of the Coaching Process
- Focus on the client’s Agenda
- Build Commitment Through Involvement

Ethics
Client Focus
Permission
Motivation
Why Pi Executive Coaching

Our core values

**Never settle**
We seek always to meet our clients' requirements or die trying. We seek to provide service excellence but have the humility to know we will never quite get there. There is always something to improve. Always something new to learn.

**20/20**
In everything we do, we aim for transparent integrity. We do what we say and we say what we think. This dictates how we work with our clients and how our team are involved in all aspects of our company's development.

**Happy Days**
We seek to take our profession very seriously but not ourselves. Life is too short not to have some fun en route. Delivery comes first. A close second is maintaining a smile and perspective in all that we do.

**Dare + Share**
We have got where we are as a result of collaborative entrepreneurism. We know our future success will require perpetual innovation and audacity. Together anything is possible. We love working with clients and brands that share this value.

**Look up**
Probably our most oft-pronounced value. It talks to the bigger picture. Wellness, kindness and respect for the wider Pi family and the community in which we live. When we look after each other, everyone wins. Look up.
Why Pi Executive Coaching

Our Partners

All Pi Group Partners go through the Executive Coaching Program of the Columbia Business School to hone our skills in the art of coaching professional leaders.

Pierre Trippitelli

Pierre has over 16 years of global experience in Talent Consulting, having worked in several countries and for the major Talent Advisory firms. He is a Partner and Board Member of Pi Executive the boutique Talent Consulting firm dedicated to the Consumer industry. Pierre has been trained as an Executive Coach through the Columbia Business School program and is NBI™ certified.

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Steve Morrissey

Steve has more than 18 years of experience in Talent Consulting. Specialized in the Consumer vertical, Steve has worked for a global Talent consulting firm before founding the Pi Group, the Consumer Talent Advisory Group (Perpetual Insights, Pi Executive and Perpetual Ambition). Steve has been trained as an Executive Coach through the Columbia Business School program.

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