

Executive Coaching

Your organisation. Improved.



executive

Being exceptional requires space.

When you're an Executive, leading the way while managing everything that is sent to challenge you can be a tough gig. It's one that requires constant reinvention and a commitment to ongoing growth and development.

At J&G Consulting we believe that coaches and mentors are a powerful element in connecting business strategy to shifts in executive behavior, and that exceptional performance comes about through the existence of high quality feedback processes and support to explore new ideas.

From helping leaders identify their goals through to celebrating their successes, a great executive coach is someone who will accelerate professionals along their development pathway; they'll invite you to a place of greater insight, challenge you to define where you want to go next, and support you to exceed your expectations of yourself.

Just by being part of your continuous development approach, they'll help protect the space necessary for deep reflection and learning.

Today's boards and CEOs ask us:

- How do I support my already very skilled team to refine their capabilities and better lead the business?
- How do I support a team member to move from where they are to where they need to be?
- How do I genuinely assist my high potential and emerging leaders along an accelerated pathway?
- How do I help an executive who really doesn't know if they want to be here anymore?

It has to be real.

It's partly experience, partly skill and it's also, partly, chemistry. External coaching cannot replace internal feedback from the environment you work in, but it can offer an independent and private refuge for reflection, planning forward intentions and reviewing progress. Good external coaches offer a level of insight that cannot be attained in isolation, and a perspective that cannot be offered by an internal colleague – it's their specific skill and independence that sets them apart.

Organisations & leaders who invest in Executive coaching through J&G report:

- A sense of renewed momentum
- Stronger alignment between behavior and strategic intention
- Improved leader effectiveness
- Increased levels of personal accountability and responsibility for job fit and delivery
- Increased voluntary turnover for leaders who self-assess that they're not a good fit for the organisation anymore

We're here to help.

J&G's team of executive coaches are qualified and experienced professionals who understand the demands of senior roles. We develop positive, supportive and challenging one on one relationships with our clients – scaffolding their journey to optimal performance.

COACHING

"A coach is someone who tells you what you don't want to hear, who has you see what you don't want to see, so you can be who you always knew you could be."

Tom Landry

This is how we do it.

Effective executive coaching programs are a relatively low cost, high yield strategy for leveraging potential within your organisation.

Where so many programs go wrong, however, is failing to connect individual coaching to the strategic aspirations of the business. At J&G we take the time to properly understand the specific areas where an uplift in performance is required, and support leaders to design coaching approaches within the context of other organisational development interventions.

Some of the steps we take include:



Our commitment to a brighter future.

We are in demand because our contribution to strategy, organisational design and human behaviour have real business impact and our commitment to co-design builds internal capability to sustain change long beyond the term of our engagements.

To commence your executive coaching journey, contact J&G directly for a complimentary and confidential conversation.

"J&G provided us with high quality coaching that was delivered with passion for our business. Unlike other consulting firms that we have interacted with, the advice and solutions that they provided were not 'one size fits all' ... what struck us as J&G's point of difference was their willingness to take the time to truly get to know our business"

*General Manager Operations
Salary Packaging Australia*

Let's talk.

Ask us for more information on:

Governance & Performance;
Organisational Reviews & Redesign;
Enterprise & Workforce Strategy;
Transformation & Change;
Executive Development & Search.

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