

# HOW YOUR LEADERS CAN ENHANCE AND SUSTAIN PEAK PERFORMANCE



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[www.pharosperformance.co.uk](http://www.pharosperformance.co.uk)



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**Companies that invest in external executive coaching show improvements in productivity, quality, organisational strength, customer service, shareholder value, retention of key talent and reduced customer complaints. Average Return on Investment is almost 6 times cost.**

(Source: Manchester Inc).

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One-to-one coaching is a powerful intervention that enables lasting change. It maximises leadership capability in an ever-changing business environment. These days, it is common for successful executives to use a coach to provide support, help address immediate issues, develop their talent, build on unique strengths, accelerate learning, boost personal growth, achieve long-term success, provide a safe sounding board and ask the important and challenging questions.

Let us take your valued top executives through a structured coaching programme with immediate, long-term and lasting benefits... the Pharos Leadership Development Programme.



# Q&A

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## ➔ WHAT'S IN IT FOR THE BUSINESS?

- Reduced risk, fewer crises, less fire-fighting
- Evolution of a customer-connected organisational environment
- Improvements to productivity and bottom line profits
- Innovative vision, creative ideas and 'can do' culture
- Key talent, customers and shareholders motivated and retained

## ➔ WHAT'S IN IT FOR OUR TOP EXECUTIVES?

- Increased performance, confidence, stature and job satisfaction
- Improved health through reduced stress and anxiety
- Greater success (and more time and energy to enjoy it)
- Better working relationships at all levels, both inside and outside the business
- Help with focusing on what is important, rather than only what is urgent

## ➔ WHY SHOULD WE CHOOSE PHAROS?

Pharos coaches use a tried-and-tested methodology to achieve results. It's based around established diagnostic models, tailored to meet your particular challenges and individual needs.

Pharos coaching is provided BY senior executives, FOR senior executives – our programmes are run by qualified coaches who also have substantial industry experience and track records as successful business leaders. We have already helped a diverse range of senior executives and board members optimise their performance and realise their business and personal ambitions.

## ➔ HOW DOES THE PHAROS LEADERSHIP DEVELOPMENT PROGRAMME WORK?

The programme comprises TEN personalised one-to-one three-hour coaching sessions spread over a six-month period, interspersed with outcome-related tasks. The structure helps participants stay on track and realise the benefits quickly. Benefits accumulate as the programme runs, leading to lasting and sustainable change in the individual.

At the end of the programme, clients will have achieved the outcomes they set at the start, acquired valuable new coaching tools they can use over and over again, and learnt new skills with which to successfully develop their own teams and others.

Coaching is generally conducted at your offices to maximise your time efficiency. Naturally, you can be assured of our total confidentiality at all times.

## ➔ HOW DO YOU SUPPORT YOUR CLAIMS?

Our precise methodology produces measurable and sustainable improvements in organisational performance. We are driven by results and can demonstrate success in hundreds of cases.

**ASK TO SEE OUR CASE STUDIES AND TESTIMONIALS FOR EVIDENCE OF THE POSITIVE BENEFITS WE CAN BRING.**

Contact us today to discuss the development needs of senior executives in your organisation

Pharos Performance Limited – London, Edinburgh, Dublin

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