



Aspire™ Executive Coaching Program (overview)

Strategic thinking is an essential capability that can be developed through education and guided learning. Aspire™'s ECP is a practical 12 month program led by experienced Executive Coaches who have held significant leadership positions, understand the theory and how to apply learning in high tempo environments. We have experience in the sorts of demanding roles that call for accelerated growth and learning and this program delivers the framework that gives executives the confidence to engage.

This program helps to develop the individual to realise their potential, modify their approach when needed, and to remain and flourish in the business. Investing in learning and growth is fundamental to the program with the aim of building the internal talent strength of the business.

Phase 1 – Laying the Groundwork

Executive coaching programs are powerful learning opportunities and our ECP Specialists are passionate about what they do. When we work with you, we commit to understanding your business context, your challenges, and to help you identify the most effective critical path to develop the skills and capabilities needed to maximise your current opportunities and develop new paths into the future.

As we lay the groundwork, we provide a framework and a roadmap that clearly outlines the possibilities, staying ahead of the process and building confidence that your time investment is directly related to the enduring business behaviours that lead to success. We work with you to cut through complexity, manage risk and remain focused on the development of here-and-now skills that develop your confidence to tackle increased responsibilities.

Phase 2 – Developing Executive Presence

Executive presence is a capability that can be developed, and by modelling this behaviour and exploring your own personal version of executive presence, you will accelerate your ability to deal with complexity, manage stress and build confidence in others. Your coach is an experienced executive with significant technical and leadership experience and evinces the behaviours of a mature and effective manager.

Phase 3 – Building wins

We know we are succeeding when our coaching clients develop the ability to be self-managing, reflective learners who apply their learning and return to sessions knowing that the strategies that they have put in place are working. A common area of development is in managing relationships with others, including Board Members and other senior executives. Developing more effective working relationships, and repairing strained relationships is a high priority in many programs and highly satisfying for both the organisation and the client.

As Organisational Psychologists, we are committed to our own professional development, engage in our own supervision, and challenge ourselves to consider what best practice in risk management, governance and people management looks like. If we don't know the answer, we will tell you. Where further expertise is required outside of the experience of the coach, he or she will ask for assistance from our own team, modelling the effective behaviours of an executive who knows how to get an effective team around them.



Phase 4 – Sustain and Focus

Ultimately, confidence is born of achievements, and the enablement of capability has improved areas of development need and strengthened those things you are already doing well. Your confidence has grown and is anchored in the achievement of meaningful goals that align with the needs of the organisation. You have also developed the skills of a confident leader who is able to develop the careers and capabilities of those you lead.