

# Executive Coaching

Leader Centric. Impact Driven. Just-in-time. Future Focused.



**InspireOne**  
Performance, Inspired

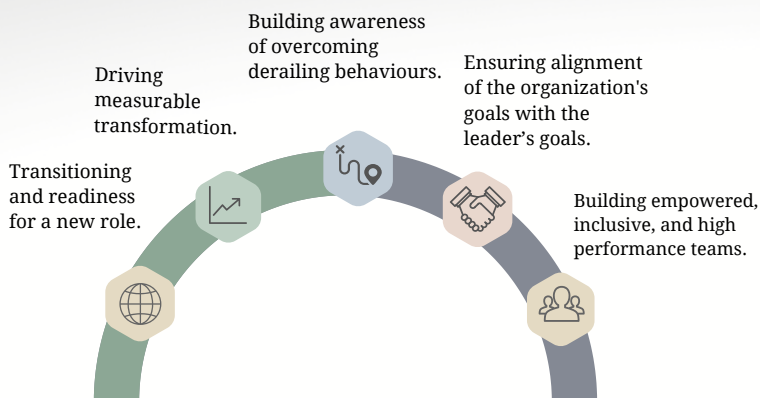
## THE COACHING IMPERATIVE AND IMPACT

*'Established ways don't open new doors'*

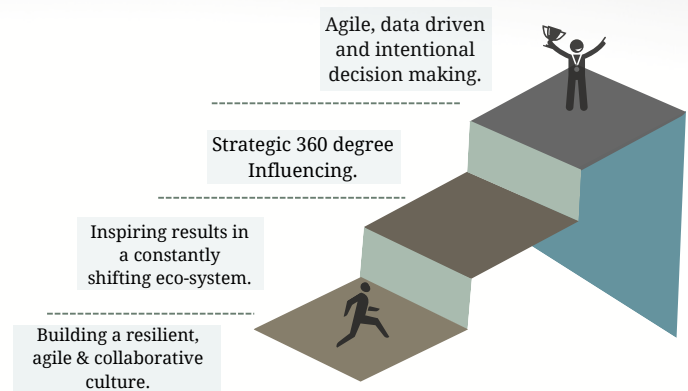
The Environment of constant disruption and unlimited possibilities has created an unprecedented quantum of asks from leaders. Technological, social and geopolitical changes have added to the complexity. The hitherto established leadership behaviours and actions fall short of making the business impact. Delivering business, customer, employee, and shareholder impact needs leaders to dynamically pivot strategy, expand the realm of possibilities, and be emotionally resilient.



### WHY INSPIREONE



### SUCCESS MEASURES OF 1:1 COACHING



## InspireOne's Unique Value Offering

- MEMBER OF ASSOCIATION OF COACHING U.K.
- TWO DECADES OF EXPERIENCE AND EXPERTISE IN LEADERSHIP.
- VARIED INDUSTRY EXPERIENCE.

#### PSYCHOMETRIC ASSESSMENTS



1. High Performance Behaviours Framework.
2. Wide Spectrum of validated Nature & Nurture Assessments.

#### WIDE POOL OF COACHES



- Global Network of :
1. Diverse business and people leadership experience.
  2. Extensive coaching experience.
  3. Certified for coaching.

#### QUALITY ASSURANCE PROCESS SANCTITY



1. Coach- Coachee mapping vis experience, expertise and style.
2. Coach supervision process.
3. Process consistency.

#### BUSINESS IMPACT



1. Measuring impact on agreed business and/ or role success measures.

#### BLENDED APPROACH



1. In-person and virtual.
2. Supernova ALP™ technology platform for support, feedback, and tracking progress through the process.

# InspireOne's Coaching Process



## Assessment based Insights

Nature & Nurture Assessments on High Performance Leadership Behaviours™

## Coaching Agenda

Establishing goals, establishing rapport, and agreement on the way forward.

## Agenda alignment with the supervisor

Tripartite alignment on goal, success measures & roles of the coachee, supervisor and coach.

## Coaching Sessions 2 to 8

Coach and Coachee to work on the focus development areas.

## Mid-Process Review

With the supervisor to track progress and align on the further course of action.

## Closure Discussion on Success Measure Impact

Coach and Coachee discuss the impact and a sustenance plan, facilitated by coach.

## HPB™ FRAMEWORK

Our Coaching approach is based on the researched **High-Performance Leadership Behaviors HPB™ Framework**. The research included :-

1. Core Personality, Manager Traits, Leader Personality and Motivation Models.
2. Studies on leadership by Michigan University, Harvard, Princeton, and the others.
3. In-sighting with high performing leaders from 150 global organizations.

## INSPIREONE'S DISTINCTIVE APPROACH TO COACHING

Honouring the leader's individuality.

### Case study 1

The leaders in the organization were expected to develop competencies for more challenging roles, deliver high performance and inspire performance from their teams towards organizational growth. InspireOne provided 360 & Leadership Preference Assessment, IDP linked to the organization's growth plans and 1:1 Coaching engagement as a suite of solution offerings. Consequently, business linked goals and capability development were achieved by 60% of the participants.

### Case study 2

The CEO's first line for the Global Knowledge center were to be groomed for global roles and further expansion. InspireOne provided Leadership Preference and EQ profiling and 1:1 coaching on High-Performance Behaviors for leaders identified by the CEO. As a result, 3 leaders moved into national roles for managing large teams and 2 leaders got selected for expanded regional roles.

Some of Our Clients For Leadership And Development Solutions :



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