

Boards consist of a fragile ecosystem that have to effectively manage change while leading a company or organisation. Through the use of an integrative coaching style, I'm able to help board members negotiate change and find their way to each other, making for a healthy board that can drive a successful organisation.

General

- I coach leaders, specifically board members.
- I bring almost 30 years' executive experience spanning the Hospitality, Financial, Education, Board Search and Marketing sectors.

Credentials

- UCT Foundations of Executive Coaching
- Awakened Coach Program – Coaches Business School
- Member of the official World Business and Executive Coach Summit (WBECS) Coach Team, which affords me ongoing coach training.

Contracting

At the onset of our coaching engagement, I set up a Memorandum of Agreement that describes what my duties are as a coach, what is expected from the organisation/board as sponsors of the engagement and what is expected from each board member (in cases where I coach the whole board) or from the person I will be coaching. The MOA includes time schedules for availability as well as venues for coaching.

When and Where I Coach

Most board members are also executives in other companies with extensive time commitments. To make scheduling easier on my clients, I travel to them for coaching sessions where it is at all possible. When this is not possible, virtual coaching sessions are held using the Zoom platform. Links will be provided once coaching ensues.

My Strengths

My own strengths, as determined by the Gallup Strengths Finder, help me to motivate any change needed in others.

- Activator – activate others to start making changes
- Ideation – come up with new and creative ideas on how to bring about change
- Futurist – help me sketch a vision for others of what the future could look like when they make the necessary changes

Coaching Tools I Use

Each board has a different culture and each board member brings with him/her different skills, background and passions. I customize my approach to each board and each individual board member. I choose to use an integrative coaching style that draws from a number of different coaching models, including but not limited to

- The Perfect Scan (developed by Carol Kauffman)
- GROW (identified by Sir John Whitmore)
- OSKAR (developed by Mark McKergow and Paul Z Jackson)

Assessment Tools I Use

- Gallup Strengths Finder
- 360 Assessments

I measure my success only by the extent to which my clients reach their goals. I only succeed if my client is satisfied with the outcome of our coaching engagement.