

EXECUTIVE COACHING

Coaching brings out the best in individuals and teams, resulting in improved performance, increased productivity, and stronger leadership.

At Lixivium, we see coaching as an integral investment by any business in accelerating performance and supporting and guiding current and future leaders.

Coaching is usually conducted face to face, with sessions lasting up to one and a half hours duration. When coaching, we like to first take the time to gain an understanding of clients and the challenges they are facing. We then create a coaching plan that will serve as a guide for the coaching sessions and we may incorporate measures so we can track the success of the coaching engagement.

Typically at the end of the initial set of sessions, a review of progress is undertaken and the coaching program may continue for a further set of sessions or the coaching engagement will conclude. Coaching is a very individual journey and some people find that they need greater support to step up to challenges and create long lasting changes in their behaviour. We are happy to discuss progress and make recommendations that are tailored to suit each coaching client.

Why Does Executive Coaching Work?

The role of a coach is to assist the coachee to learn – by asking the right questions, setting challenges and helping find within themselves all the resources they need to succeed. Coaching works as it:

- Concentrates on potential, not past successes or failures.
- Focuses on action and possibilities, allowing new paths and approaches to be explored with support and guidance.
- Recognises the uniqueness and individual approach of each person. Our coaching will be tailored to the coachee and their goals and challenges.

How Can The Coaching Experience Be Optimised?

Coaching will be of the greatest value if those taking part are:

- Ready and motivated to create positive change.
- Open and honest with themselves and their coach.
- Open to feedback and are prepared to challenge their own beliefs and assumptions.
- Willing to take responsibility for completing set tasks between sessions and trying new ways of thinking, behaving and learning.
- Prepared for their session (providing a minimum of 24 hours notice for reschedules or cancellations).
- Willing to have some fun as they accelerate their performance!



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Our Coaches

- At Lixivium we pride ourselves on having a highly regarded and proven team of executive coaches. All the coaches on our team have:
 - Recognised qualifications.
 - A strong commercial background at senior and executive level positions.
 - The ability to form trusted, productive and challenging coaching relationships.
 - The ability to plan and measure the progress of the coachee, so that quantifiable outcomes can be reported back to the business if required.

Warren Senn, Director

- Warren Senn is the Director of Lixivium Consulting and a Psychologist who designs and facilitates organisational development sessions for teams and work groups, as well as providing counselling, individual coaching and training programmes for key talent.
- Throughout his career, he has focused on working collaboratively with companies to be an agent for change; driven by the needs of the company and individual rather than any “sales agenda”. Coaching and mentoring has always been one of his strengths. To this end, Warren has specialised in conducting all forms of psychometric assessment and then using the output for professional development especially in the areas of leadership style, interpersonal communication, negotiation skills and facilitating change from within.

Kath McCarthy, Senior Consultant

- Kath is a Senior Consulting Psychologist at Lixivium Consulting. She provides organisational development, leadership development and executive coaching to senior executives within government, education, corporate and legal sectors. This has included providing 360 degree feedback debriefs, and administering and debriefing personality, mental health screening and leadership assessments using a range of psychometric instruments. She has extensive experience providing executive coaching for leaders within organisations. Kath has also delivered leadership development training and workshops for middle and senior leaders within organisations and has worked with leadership teams on developing strategy and improving their functioning as a team.

