



Business Growth

Coaching Objective

To support the new CEO in the growth of the business he had recently taken over.

Coaching Process

Simon had recently taken over as the Chief Executive of a consulting business. He had bought the business from the founders, who had had a strong client-based approach, and were now looking to sell on the business and retire.

Simon approached the coaching following a recommendation from another CEO who had had a coach. Before committing himself Simon took up references on his coach with other MD's and CEO's.

Once he had decided to work with his coach they jointly drew up a plan which consisted of joint objective setting, regular meetings (typically once a fortnight), ongoing emails and phone calls.

Part of the initial awareness and background work was to undertake personality profiling and assessment. Simon and his coach worked through the outcomes from the profiling to determine the key areas of focus and to provide a structured framework along with the commercial objectives for the following six months.

Some of the barriers encountered were: Simon had strong client-focus skills, but relatively under-developed leadership skills; an important factor as he now had a team of circa 100 consultants, and a rapidly growing business.

Simon and his coach identified key areas, such as team involvement, capability gaps, stretch points, and risk areas for the first few months. They then worked towards how best to bridge these, against a background of rapid growth. In some instances, the coaching was more of a 'sounding board' and in other instances it was more directional and content-driven.

Coaching Outcomes

A highly successful first 12 months of operation, key leadership gaps covered and the business was set for further growth.

