

IGNITE LEADERSHIP EXCELLENCE WITH EXECUTIVE COACHING

Ready to take your leaders and managers to the next level?

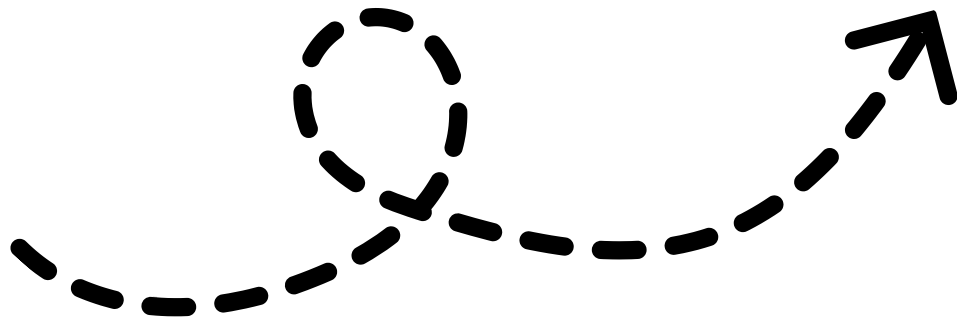
Our tailored 1-1 executive coaching programmes help your executives shine and deliver lasting results for your organisation.

Get in Touch



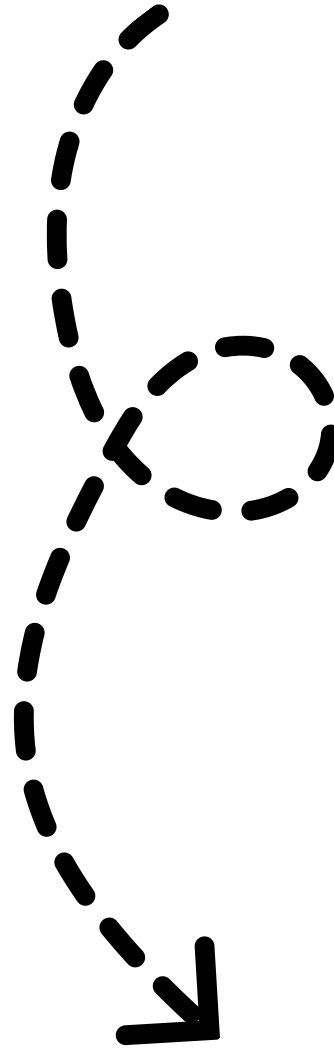
GET THE ASHORNE ADVANTAGE

In today's fast-paced world, executive coaching isn't just a nice-to-have—it's a must-have for any organisation that wants to stay ahead of the game. It boosts leadership skills, drives performance, and creates a positive work culture, making it essential for long-term success. At Ashorne Advantage, our Executive Coaching programmes are all about helping you and your colleagues unlock and develop your full potential.



WHAT IS EXECUTIVE COACHING?

Our executive coaching process includes working one-on-one with an executive or leader to help release their full potential and strengthen and maximise their personal and professional effectiveness. By anchoring the coaching in the leader's mission and ambitions, the process becomes a transformative experience that readies them and your organisation for long-term success.



STEPS TO SUCCESS

STEP 1

Contact us for a free consultation & select your programme

Arrange a chemistry session & choose your Coach

STEP 2

STEP 3

Participate in contracting and goal-setting

Complete an optional assessment to determine strengths and development areas

STEP 4

STEP 5

Commence your coaching programme

Implement actions and improvements

STEP 6

STEP 7

Review midway through the programme and conduct an end-of-programme evaluation to ensure transformation has happened

WHY EXECUTIVE COACHING?



Leadership



Performance



Change



Engagement



Succession



Communication

EXECUTIVE COACHING SERVICES



High Potentials



Behaviour Change



First 90 Days



Career Transitions



Executive Presence



Wellbeing



Women in Leadership



Workplace Returners



EMPOWER YOUR LEADERS, TRANSFORM YOUR FUTURE

Executive coaching plays a crucial role in developing leadership skills. Your leaders are the driving force behind your organisation's vision and strategy. Coaching helps your leaders enhance their decision-making abilities, emotional intelligence, and strategic thinking, all vital for navigating the complexities of today's business environment and the future world of work.

LEADERSHIP

Find Out More





UNLOCK POTENTIAL AND BOOST PERFORMANCE

Coaching directly impacts the performance of executives. By working with an Ashorne Advantage Coach, your leaders can identify their strengths and weaknesses, set realistic goals, and develop actionable plans to achieve them. This impactful process leads to improved personal and professional performance, which in turn benefits the entire organisation.

PERFORMANCE

Find Out More





NAVIGATE CHANGE WITH CONFIDENCE

Organisations constantly face changes, whether due to market dynamics, technological advancements, or internal restructuring. Executive coaching equips leaders with the skills to manage and lead through change effectively. Our Coaches support your leaders to communicate change, manage resistance, and maintain morale during transitions.

CHANGE

Find Out More





ENGAGE TO EXCEL

Leaders who undergo coaching are better equipped to engage and motivate their teams. Engaged employees are more productive, innovative, and committed to your organisation's goals. Our coaching programmes will help your leaders recognise and address the needs and aspirations of their employees, leading to higher job satisfaction and retention rates.

ENGAGEMENT

Find Out More





SHAPE TOMORROW'S LEADERS

Preparing the next generation of leaders is crucial for long-term organisational success.

Executive coaching aids in succession planning by developing high-potential employees. Our Executive Coaches work with your future leaders to build their skills and prepare them for higher responsibilities.

SUCCESSION

Find Out More





COMMUNICATE TO LEAD SUCCESS

Effective communication is critical for organisational success. Our Executive Coaching programmes help your leaders to improve their communication skills, ensuring they can convey their vision clearly, listen actively, and foster an open and inclusive environment. Improved communication will ensure your better team collaboration, effective conflict resolution, and a more cohesive organisational culture.

Find Out More



COMMUNICATION



HIGH POTENTIALS

Here are some benefits of coaching high potentials:

- Accelerated professional growth
- Enhanced self-awareness
- Improved strategic thinking
- Effective communication
- Conflict resolution
- Increased motivation and engagement
- Support

EXECUTIVE COACHING FOR HIGH POTENTIALS

Executive coaching is a powerful tool for high-potential colleagues, accelerating their professional growth and preparing them for future leadership roles. Our coaching programmes help these individuals quickly develop essential skills such as strategic thinking, effective communication, and conflict resolution. This tailored support not only enhances their self-awareness but also aligns their personal goals with organisational objectives, boosting motivation and engagement in a safe space for them to reflect, receive feedback, and continuously improve. This support fosters confidence and resilience, enabling them to navigate challenges and drive organisational success.

[Find Out More](#) 



EXECUTIVE COACHING FOR WOMEN IN LEADERSHIP

Executive coaching offers significant benefits for women in leadership roles. It provides tailored support to navigate unique challenges, such as overcoming imposter syndrome and balancing high expectations. Our Coaches help women leaders develop their authentic leadership style, build confidence, and enhance their strategic thinking. This personalised guidance fosters self-awareness, enabling women to leverage their strengths and address areas for growth.

WOMEN IN LEADERSHIP

Here are some of the benefits of coaching for women in leadership:

- Enhanced self-awareness and confidence
- Improved decision-making and strategic thinking
- Better relationship-building and communication skills
- Tailored strategies to overcome gender bias
- Empowerment and inspiration

[Find Out More](#)





BEHAVIOUR CHANGE

Here are some of the benefits of coaching for behaviour change:

- Personalised strategies
- Goal setting and actionable plans
- Sustainable change
- Support and accountability
- Enhanced performance
- Increased self-awareness

EXECUTIVE COACHING FOR BEHAVIOUR CHANGE

Executive coaching is highly effective for facilitating behaviour change, resulting in personalised strategies to help individuals modify their habits and behaviours. Our Coaches work with clients to identify specific areas for improvement, set realistic goals, and develop actionable plans. Moreover, executive coaching fosters a supportive and accountable environment where individuals can experiment with new behaviours and receive constructive feedback, helping to reinforce positive changes. By focusing on both the psychological and practical aspects of behaviour change, executive coaching empowers individuals to enhance performance and achieve lasting transformation.

[Find Out More](#) 



WORKPLACE RETURNERS

Here are some of the benefits of coaching for workplace returners:

- Rebuilds confidence
- Adapting to workplace challenges
- Enhances productivity
- Addresses anxieties
- Fosters a positive mindset
- Supports personal and professional development
- Ensures smooth reintegration

EXECUTIVE COACHING FOR WORKPLACE RETURNERS

Executive coaching is invaluable for workplace returners, helping them smoothly transition back into their roles after a long absence. Our Coaches provide personalised support to rebuild confidence, update skills, and navigate any changes in the workplace environment. This tailored support ensures returners quickly regain their footing, enhancing their productivity and job satisfaction. Our coaching programmes help returners address any anxieties or challenges they may face, fostering a positive mindset and resilience. By focusing on both professional and personal development, executive coaching empowers workplace returners to reintegrate successfully and thrive in their careers.

[Find Out More](#) 



WELLBEING

Here are some of the benefits of coaching for improved wellbeing:

- Stress management
- Enhanced emotional wellbeing
- Improved work-life balance
- Increased resilience
- Boosted productivity
- Better self-awareness
- Support

EXECUTIVE COACHING FOR WELLBEING

Executive coaching can significantly enhance wellbeing by supporting individuals to manage stress and achieve a healthier work-life balance. Coaches offer personalised support, helping individuals identify and address the sources of stress in their professional and personal lives. This targeted approach not only reduces stress levels but also fosters a positive mindset, leading to improved emotional health and overall wellbeing.

[Find Out More](#) 



CAREER TRANSITIONS

Here are some of the benefits of career transition coaching:

- Personalised support
- Enhanced self-awareness
- Improved preparation for new opportunities
- Increased confidence and motivation

EXECUTIVE COACHING FOR CAREER TRANSITIONS

Executive coaching can be a game-changer during career transitions. It provides tailored support to help individuals navigate new roles, industries, or career paths with confidence. Our Coaches offer support on setting clear goals, building essential relationships, and understanding the new environment. They also help identify strengths and areas for development, ensuring a smooth and effective transition.

[Find Out More](#)





FIRST 90 DAYS

Here are some benefits of first 90-days coaching:

- Accelerated onboarding
- Making an impact
- Building relationships
- Enhancing self-awareness
- Managing expectations
- Stress management
- Continuous feedback and adjustment

EXECUTIVE COACHING FOR THE FIRST 90 DAYS

Executive coaching during the first 90 days in a new role can be transformative. It accelerates onboarding by helping new leaders quickly understand their role, the company culture, and key expectations. Our Coaches assist in building crucial relationships with stakeholders and teams, ensuring the executive gains support and trust. They provide valuable insights into strengths and areas for improvement, helping to set realistic goals and manage stress effectively. This tailored support not only boosts confidence but also enhances performance, setting the stage for long-term success.

[Find Out More](#)



PROGRAMME TIMELINES

Our programme timelines differ depending on the assignment, however they typically range from 3-months to 12-months. Here are some examples:

3-Month Programme

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Our 3-month programmes are typically implemented when there is a need for focused, short-term development, such as navigating immediate challenges, managing transitions, and preparing for upcoming opportunities. They are intensive, targeted, and address specific needs efficiently and effectively.

6-Month Programme

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Our 6-month programmes are ideal for more comprehensive development and achieving significant, sustainable change, such as leadership development, organisational change, career transitions, and performance optimisation. They allow time for the development and implementation of strategies to enhance efficiency and effectiveness.

12-Month Programme

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Our 12-month programmes support deep, transformative development and achieving long-term goals, such as dealing with complex long-range challenges, organisational leadership, and continuous executive development. They are thorough and in-depth and focus on continuous and lasting improvements.

OUR COACHES

Each of our Executive Coaches has been carefully selected for their experience, skill sets, and specialist interest areas. Here's a preview of some of our expert team.



Rich Tricker

With 25 years learning and development experience, Rich has delivered a wide range of training, expanding skills in knowledge, performance and business results, specialising in facilitation, coaching and mentoring.

[Arrange a chemistry session.](#)



Liz McComish

Liz is a trainer and coach with over 8 years' experience in facilitating learning that makes a difference. She thrives on delivering an experience that engages the participants and enables them to transfer the learning into realistic actions.

[Arrange a chemistry session.](#)



Terri Pettifer

Terri has managed, designed, developed, and delivered L&D interventions for over 20 years – predominantly leadership and management development alongside coaching for senior teams and HR professionals.

[Arrange a chemistry session.](#)



Jane Hood

A talented and accomplished organisational and people development specialist, Jane is passionate about how coaching can transform the mindset and the success of leaders, teams, and organisations.

[Arrange a chemistry session.](#)



Annette Cairns

Passionate about people development and enabling people to have options, Through coaching, Annette encourages learners to build self-awareness and recognise the impact that they have on those around them.

[Arrange a chemistry session.](#)



Sascha Mathers

A goal orientated and an effective communicator, Sacha is passionate about coaching and mentoring, and how empathy and good humour can help people reach their full potential, offering positive motivation and action.

[Arrange a chemistry session.](#)



Jill Munden

Jill is an AC Master Executive Coach with 25 years of experience working with leaders, managers and their teams, to facilitate positive change and sustainable performance improvement.

[Arrange a chemistry session.](#)



Alistair Aitchison

A change management practitioner, coach and mentor with over 35 years of experience, Alistair has supported learners at all levels encouraging knowledge, skills and behaviours associated with personal and professional change.

[Arrange a chemistry session.](#)

CHEMISTRY SESSIONS

Arrange a chemistry session with our Executive Coaches.



Thank you for your interest.

Please submit the form and a member of our team will contact you to talk through your requirements.

COACHING SKILLS TRAINING

Choose from our selection of Coaching training programmes.



COMING SOON
COACHING CATALYST



COMING SOON
MANAGER AS COACH



COMING SOON
BE A BRIGHTER COACH



COMING SOON
COACHING IN THE FLOW
OF WORK

RESOURCES

Browse our free resources for inspiration, ideas, and strategies for action.



OVERCOMING IMPOSTER
SYNDROME



OVERCOMING IMPOSTER
SYNDROME



OVERCOMING IMPOSTER
SYNDROME



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Let's talk! Please complete and submit the form and a member of our team will contact your to talk through your requirements. Speak soon!

Submit Form



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Let's talk! Please complete and submit the form and a member of our team will contact you to talk through your requirements. Speak soon!

First Name* *


Last Name* *

Company *

Email Address* *

Telephone Number* *

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