

Unleashing peak performance and Authentic Leadership in organisations with Nucleus of change Executive Coaching programmes

Executive coaching is an experiential and individualised leader development process that builds a leader's capability to achieve short and long-term organisational goals. It is conducted through one-on-one and/or group interactions and starts with a multiple perspective data gathering, and based on mutual trust and respect. The organisation, an executive, and the executive coach work in partnership to achieve maximum impact.

The Executive coaching process explained

The practical activity of coaching is based on principles of adult learning: awareness, action, and reflection. Using data gathered from the assessment phase, the coach engages the executive in discussion and activities designed to:

- Enhance self-awareness of the implications of typical behaviours
- Learn skills, build competencies, change behaviours, and achieve results
- Reflect on ways to improve and refine skills and behaviours.

Executive coaching programmes offered by Nucleus of change

Executive coaching can be used in a range of situations when it is required to change or to adapt to a new environment. It is one of the most powerful driver of organisational development and help people in business to adapt smoothly to the changes and to increase their performance.

We offer a range of programmes designed for specific purposes. All these programmes are tailored to suit individual needs.

● **Change Leadership development**

Managers have to be able to introduce and manage change to keep a competitive advantage. They have to gain the commitment of their people, both during and after the implementation. Often, at the same time, they also have to ensure that business continues as usual. This program is specifically designed to support and empower change agents to clarify the strategic, technical and cultural aspects of the change in order to design the best solution for a successful and sustainable change. It also help to sustain people's vitality during period of intense change & transitions. Ideal for Project managers, change managers, HR managers & senior management.

Testimonial client

"Helpful to make us think and to prepare for the future, equipping ourselves with tools that help us survive a very difficult period. Very well structured and delivered with the capacity of creating bonding in a group which was not convinced about the benefit of the workshop at the outset. I am very thankful that Francine has provided us with an opportunity to get together and to reflect on the changes we are experiencing whilst appreciating the theory of change and motivation."

HR manager of a City Bank

● **Coaching for Authentic Leadership and High performance (CALHP©)**

This program is designed to support leaders in a wide variety of work/life situations. This is a highly confidential service and the sessions are designed to build Authentic leadership and develop High performance. The aim is to increase self awareness, affirm their values, fill any gap in their current performance, and provide opportunities to reach peak performance. It can also help executives to understand better the requirements of their jobs and the competencies needed to fulfill those requirements.

Testimonial client

"Thank you again for all you help and support. ... I have been working harder and I would say I am more professional in the way I carry myself in the office. I just wanted to let you know that last Friday I was promoted to senior manager I can't wait to take it on and I have planned to improve the way it is run already. Bring it on - that is what I say.

It was life changing. I almost feel quite concerned about the fact that if I had not met Francine, where would I be right now? I had a feeling of being "lost" inside and I naturally thought I lacked direction and was investing time into trying to find the right career for years and years. I had seen various career people over that time and even had a morrisby psychometric test...The truth was inside of me, but I did not recognise that; that was the key to what was holding me back. The coach was the catalyst in the whole process. She brought me through a series of steps for me to identify what the main issue was. The issue would have stayed there if it had not been identified."

● **Meet me at the top**

Being in the role of a new or experienced VP or CEO of any sort of organisation whether large or small, requires more intuition, courage, inspiration, people skills and business acumen than ever before. Who can you share ideas with, use as a sounding board or as a mirror; explore options without having to share them internally? It can be lonely sometimes at the top with nobody neutral, someone who has none agenda other than your own success.

My role is to listen to you, support you, challenge you and act as a mirror with impartiality to help you achieve your goals.

● **Line managers programme**

Line managers are key for the retention of staff, their motivation and ultimately their performance. This program enables the manager to acquire coaching skills, understand the personality of individuals, set effective goals, manage time effectively, provide clear direction, build inspiring and high performing team.

● **The Expat coaching program - Cross-cultural coaching**

This program helps the Executive to prepare or adapt to a different culture: new country (Africa, France, UK), new language, new working habits, etc. (expatriation, impatriation)

Drawing from personal experience, we know how challenging and lonely it can sometimes be passed the first excitement to settle in a new country (or coming back to your own country) to deal with personal and professional matters such as succeeding your assignment, changing direction, building new relationships, adapting to the culture, etc... People can be lost and overwhelmed without knowing where to start and who to talk to.

The Expat' coaching program is designed to help the individual to achieve their objectives smoothly & quickly in a different culture. It focus is on the professional life but personal aspects will also be addressed . It can be extended to the family of the Executive. Ideally suited to Expatriate, expatriate spouses, coming from expat life, diplomats & their family, international leaders

● **Newly Promoted Leader Coaching**

Making the transition from Technician to Manager requires a different skill set. This program will help people hired into new leadership roles to "onboard" smoothly. The goal of the coaching is to clarify with the leader's key constituents the most important responsibilities of their new role, their deliverables in the first few months of the new assignment, and ways to integrate the team they will lead within the organisation. We also work with the internal leadership competency framework.

● **The Business owner program**

Manage your business effectively, increase productivity and profit, deliver better service, attract more customers, keep focus on your direction, stay ahead of your competition, implementing streamlines process to increase the performance, introducing new managers in the company, or making the transition from being a start up to a mid size company are some of the challenges that entrepreneurs often face alone. This program will ensure you take the right decision at each stage in your company development which will save you time and money that are so precious when you run your own business.

● **Other targeted Behavioral Coaching**

Help individuals to change specific behaviors or habits or learn new, more effective ways to work and interact with others. This type of coaching often helps individuals who are otherwise very successful in their current jobs or are taking on new responsibilities that require a change in specific behaviors.

Testimonial client

"You are able to 'put me on track' within what my 'action plan' is which is extremely useful for me..."

Coaching approach to deliver value in 5 points

1. Defining clear coaching objectives, desired impact on the business and evaluate success criteria
2. Agreed coaching written contract & signed by all the parties
3. Structured coaching sessions to deliver the results with full participation of client
4. Ongoing support, feedback, mid reviews & adjustments
5. Final evaluation of the outcomes, review of lessons learnt to capitalise for the future

As a coach, my role is to put clients in the situation where they could assess all the important questions, their main strengths and weaknesses, their priorities in order to choose with freedom and clarity the best way to achieve their goals.

Attention, active listening and powerful questioning are used to identify the issue and perception of the client, to put them in their context, and bring to light personal resources and solutions.

The privileged coaching relationship is built in a professional, confidential and unique environment. There is a total transparency, no judgement, absolute respect and honesty.

Here you will be welcomed to discuss your challenges and step back from your day to day life.

Format of coaching sessions

Executives and professional can have an intense and demanding workload. That's why flexible solutions are offered to pick and choose the option which best suit your schedule and tailored to your needs. Sessions are available face to face, by telephone, or Skype, on-site and off site.

Call now + 44 (0) 7 8969 32302 to book a confidential **free** coaching session to discuss your requirements.

About your Executive coach



Francine Beleyi, founder of **Nucleus of change** is the voice of sustainable change Leadership. She is passionate about shaping the next generation of authentic and high performing leaders, able to walk their talk in their personal and professional life, and committed in bringing sustainable change in businesses and communities to make the right kind of difference in the world.

Francine is bilingual French/English with international experience in Europe, Africa and UK. She is a natural facilitator, intuitive, compassionate, and enthusiastic person.

With prior 13 years of versatile business experience in top-tier companies and small businesses across industries she has worked with senior leaders, men and women, top professionals and people at all levels to achieve their objectives. As a result she has a heightened awareness of diversity, and sensitivity to the challenges facing people and organisations under difficult social, political and economic circumstances.

Her qualifications include a Master degree in change management, training in Energy Diamond coaching, & various schools of Psychology. She uses integrated techniques to help clients to unleash their potential & become inspiring leaders.