



CXO Suite Coaching – Building Global Competencies

Coaching Context

The coaching intervention was designed for a member of the CXO suite of a global billion-dollar specialty chemical company over a 9-month period. The executive was due to complete his India stint in a year's time and explore other global career options in different parts of the world. To support the career transition, a few development areas were identified as part of the coaching intervention namely, clarifying personal vision, building a new management board relationship, being politically savvy, managing stakeholder expectations and building strategic partnerships and alliances.

Coaching Approach

The intervention was designed to help the coachee create a lens for exploration using principles of transformational coaching which provides individuals a direct lived experience of the reality they have created in order to empower them to shift their current paradigm to make way for what is desired.

This was accompanied by experimenting with new behaviors designed to challenge one's core beliefs and worldview. This led to breakthrough insights both at an intrapersonal and interpersonal level, which helped the coachee, create new possibilities in the present moment based on a renewed sense of self and awareness.

Business & Personal Impact

The Coachee was able to build confidence with the board with respect to the India business strategy, highlight key achievements, and align with the corporate strategy. Besides, the above the coachee started networking informally within the global organization, identifying key stakeholders, managing expectations and building effective partnerships to collaborate



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on matters of mutual business interest. Over a period of time, the coachee was able to navigate the political environment and influence outcomes with ease and flow. Needless to say, the coachee has moved on to a Global role in line with his career and personal aspirations with a clear line of sight with respect to his career progression within the company.

“Client Speak”

At the end of the coaching journey, the coachee wrote “Thanks again for all your valuable coaching and support, I am grateful that the universe has brought you into my life”

A Perspective on Coaching for C -Suite executives

The saying “it’s lonely at the top”, is always been true. C - suite executives are constantly bombarded with various issues viz. business, regulatory, global markets etc. leaving them little time for personal reflection and learning. A coach acts as a catalyst to create the space for exploring self, one’s worldview, adjusting the lens to discern reality far more clearly and taking action to create new possibilities within the business landscape.

Need more information?

To discuss how you can customise a Coaching Program for C-Suite Executives for your organisation:

Call: + 91 9920 052 172 or mailus@human-network.in

About Us

Human Network is a leading edge leadership and talent development consulting firm. Our core areas of expertise include Leadership development, Executive Coaching and Custom interventions designed to build critical competencies for success and accelerate performance.

To know more about how we can partner you to build the right capability building architecture to drive performance, log on to www.human-network.in

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