

IHHP's Executive and Performance Coaching - Driving Personal Growth & Change



Why Focus on EQ?

The world's understanding of human behaviour has exploded in recent years, and this change is best demonstrated by the growth of the field of Emotional Intelligence (EQ). Emotional Intelligence – our ability to effectively manage ourselves and those around us – is the **single greatest contributor** to personal excellence and leadership.

"Emotional Intelligence has been found to be twice as important as intellect and technical skills combined. In leadership positions, EQ is even more significant – up to 85% of leadership success is attributable to Emotional Intelligence."

- **Daniel Goleman, Emotional Intelligence – Why It Can Matter More Than IQ, 1995**

One-on-One Coaching

The number one factor that leads people to executive and performance coaching is **change** – or more specifically, their desire to improve some aspect of their life, either professional or personal.

IHHP's EQ Coaching consists of a minimum of six one-on-one telephone sessions, designed to provide support and accountability to each client as they work towards achieving their personal development goals. Combined with IHHP's powerful Emotional Intelligence training programs and the EI360 feedback tool, EQ Coaching will bring the support, focus and accountability individuals need for personal and professional growth.

The Power of Pairing Coaching with Training

The quality of a training program is greatly limited if there is no accountability, which is why we pair coaching with our Leadership Training courses. One research study indicated that when training was combined with coaching, individual productivity increased by an astounding 88%, compared to training alone, which increased productivity by 22%.¹ IHHP coaches offer the guidance and 'ruthless accountability' necessary to enable clients to better embed and internalize the new EQ tools and strategies learned during training...leading to measurable behaviour change, lasting results and a whole new corporate culture. Now that's powerful!

¹ uwk coaching <http://www.uwklanguages.co.uk/coaching.htm>



How Does an EQ Coach Help?

An EQ Coach acts as a sounding board and accountability partner for their client, helping them learn from their personal and professional challenges as they navigate their way towards their developmental goals. Combining the results-based principles of EQ with their own unique knowledge and experience, IHHP's Executive Coaches help guide their clients to the solutions that work best for them.

Specifically, our EQ Coaches help clients:

- Leverage their strengths to sharpen their leadership skills;
- Hold themselves accountable to work and life goals, stay focused, and monitor how well they are progressing towards these goals;
- Better manage change and uncertainty in the workplace;
- Learn to see situations from the perspective of others;
- Develop action plans for moving forward while anticipating and overcoming obstacles;
- Improve their ability to communicate clearly and create strong relationships;
- Develop the skills to coach others to improve their EQ – including children!
- Increase their ability to handle adversity and setbacks in business (and life);
- Learn to deal more effectively with difficult people;
- Increase opportunities for personal and professional success.

Coaching Offers a Powerful Return on Investment

In these challenging economic times, it is imperative to invest only in those areas which offer the greatest value in terms of your people and productivity, as well as a strong return on investment (ROI) for each dollar spent. Coaching is a compelling tool for change that easily meets these criteria.

What does the research say? One independent study on coaching indicated that coaching produced a 529% return on investment (ROI) as well as significant intangible benefits to the business.² A recent study of 100 executives, mostly from Fortune 1000 companies, concludes that a company's investment in providing coaching to its executives realised an average ROI of almost six times the cost of the coaching.³

"Corporations believe that coaching helps keep valuable employees, and that the dollar investment in it is far less than the cost of replacing an employee."

**- David A. Thomas, Fitzhugh Professor of Business Administration,
Harvard Business School**

About IHHP

The Institute for Health and Human Potential is a research and learning organisation that uses Emotional Intelligence to leverage performance and leadership. We do this through a blended learning approach that includes keynotes, selection and development tools, training programs, coaching and e-learning to create lasting behaviour change. Our expertise is sought by Fortune 500 companies, the world's top business schools, professional athletes and Olympic medallists.

Businesses around the world look to IHHP to help them with a wide variety of issues: providing greater leadership and management skills, improving teamwork and individual relationships, retaining key employees and fostering an environment of greater motivation, inspiration and trust.

² The Coach Connection <http://www.findyourcoach.com/roi-study.htm>

³ CoachThee.com <http://home.att.net/~coachthee/Archives/ROIexecutivecoaching.html>

