



# Executive Coaching

## Coach Selection Criteria

CRITERIA	THE EXECUTIVE COACH IS EXPECTED TO
 <b>Executive coaching experience</b>	 <ul style="list-style-type: none"> <li>demonstrate a level of executive coaching experience working with individuals/teams of an appropriate seniority i.e. senior management/board level</li> </ul>
 <b>Business experience</b>	 <ul style="list-style-type: none"> <li>demonstrate an ability to translate their business and leadership experience within the context of an executive coaching engagement</li> <li>display good commercial acumen and an understanding of organisational and leadership models, commensurate with experience gained in a senior strategic role</li> </ul>
 <b>Intra personal and communication skills</b>	 <ul style="list-style-type: none"> <li>demonstrate excellent intrapersonal and relationship skills, including the ability to gain respect, trust and build rapport</li> <li>display good insight, self-awareness and regulation</li> <li>provide clear and effective communication skills and an ability to encourage new perspectives</li> <li>effectively challenge coachees and provide feedback</li> <li>provide flexibility and tailor each coaching engagement</li> <li>demonstrate exceptional listening and questioning skills</li> <li>maintain confidentiality at all levels</li> </ul>
 <b>Accreditation Qualifications and training</b>	 <ul style="list-style-type: none"> <li>hold relevant accreditation/qualifications and demonstrate a high level of proficiency in providing executive coaching services</li> </ul>
 <b>Approach and methodology</b>	 <ul style="list-style-type: none"> <li>demonstrate the ability to apply different approaches, tools and techniques across a range of executive coaching situations</li> <li>demonstrate an ability to assist goal development through the effective design of the executive coaching process</li> </ul>
 <b>Supervision</b>	 <ul style="list-style-type: none"> <li>undertake regular supervision</li> </ul>
 <b>Membership of professional bodies</b>	 <ul style="list-style-type: none"> <li>provide evidence of associations and participation in executive coaching related professional bodies and ongoing continuing professional development</li> </ul>
 <b>Insurance</b>	 <ul style="list-style-type: none"> <li>hold relevant professional indemnity insurances</li> </ul>

