

# Executive Coaching

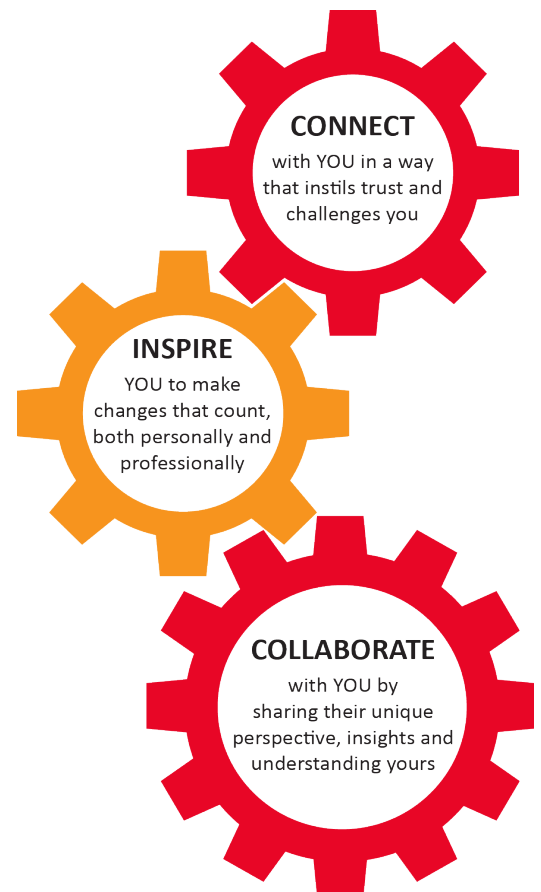
## Matching Coaches

### The art of matching

The collective experience and depth of expertise among the Channel team is testament to the successful partnerships and support we provide top tier companies around the world.

We support clients to first ascertain if coaching is the right development intervention and establish the context and need for coaching.

We consider and weigh up inputs and outcomes from the coach, coachee, sponsor and organisation to guide clients on the best fit and ensure expectations are aligned.



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## Matching Coaches

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### Considerations for matching

We recognise that there are many variables that can influence the outcome of a coaching engagement. Channel is experienced at the art of weighing up these variables and has proven success at matching the right coaches with clients.

Some considerations include:

- the context for coaching and the level of complexity
- the organisational culture, industry and leadership
- the coachees level of organisational responsibility (role)
- the level of support required by the coachee
- coachee readiness
- coachee preferences i.e. gender of coach, cultural background, language ability, age, industry experience, style, personality
- previous experience of coachee with coaching
- involvement and support of a sponsor /manger/Human Resources
- the type of coaching required i.e. skills, remedial, performance
- the use or debrief of any diagnostics tools or assessment
- the KPI's, goals or performance measures for a coachee

