

Beyond Consulting

partnership in special projects



Tomasz Domański

EXECUTIVE COACHING

business theory and practice

training

Compences and ethical attitudes of employees are invaluable capital of every company. Very often, it is its only source of competitive advantage on the market. Acquiring and maintaining this capital is one of the most important goals of professional human resource management. Organizations that build their strength based on respect and care for employees are usually well prepared for difficult times, when extraordinary mobilization and loyalty to the company is necessary.

Raising qualifications and building high employee morale requires an individual approach to each of them, assessment of competences and predispositions, and selection of appropriate training and training programs. Coaching or mentoring are the most effective ways of practical education, transfer of valuable professional experience and strengthening the relationship between the employee and the company.

Coaching, in its traditional meaning, means developing the skills of an adept and correcting his attitudes directly in the work environment. It is a method of education based on partnership, based on trust, cooperation between the trainer and the student. It is focused on observing, correcting and improving work.

Mentoring is a situation in which an employee with extensive professional knowledge shares his experience with a younger employee, giving him advice and presenting role models. Mentoring is an educational formula broader than coaching, going beyond the scope of professional skills. The mentor is usually an employee of the same organization, but it can also be an external consultant, who knows the industry and the company's environment well.

Objectives and forms of cooperation

Transfer of practical knowledge and professional experience in the field of strategic management, in the mode of direct cooperation with company employees, consisting in solving real tasks related to their professional practice. Developing employees' competences in the field of strategic analysis and planning, management by objectives, process management, planning and project management as well as planning and managing organizational change.

Forms of cooperation

The implementation of coaching services consists in covering selected employees with a program of individual or group consultation meetings. The content, schedule and rules of cooperation within the program are agreed between the trainer and the company. The cooperation is confidential.

Form	Scope of cooperation
Business coaching	The program is addressed to outstanding employees and middle management. It is carried out in the form of individual meetings devoted to building competences related to the sphere of strategic management in business.
Group coaching	The program is addressed to small teams of employees and managers. Meetings with the group are devoted to improving managerial competences by analyzing the group's tasks and methods of work in its professional environment.
Executive coaching	The program is addressed to top management. The meetings are devoted to solving real problems related to the sphere of planning and strategic management, project management and organizational change management planning.

Stages of cooperation

- Signing a confidentiality agreement
- Defining educational needs and the scope of counseling assistance
- Agreeing on the content of the agenda of consultation meetings and the work plan
- Setting the meeting schedule
- Agreeing the rules of communication and terms of cooperation
- Implementation of the program as agreed
- Controlling program effects
- Preparation of the final report

Consultation meetings are held at the client's premises, in accordance with the agreed schedule and work plan. The culmination of the program is the final report, specifying the assumed goals and achieved effects, a description of the program implementation, an opinion on the student and recommendations on the directions of his further education.