Developing Holistic Executives through Leadership Coaching by John Arthur

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The U.S. financial institution, Fifth Third Bancorpâ€™s Chief Executive Officer, Kevin T. Kabat, believed that a culture change was necessary to position the bank for growth. To facilitate this culture change he created the Organizational Development and Planning Division (ODP) in 2007, which created a series of emotional intelligence training for their top-level executives and employees. His goal was to lead Fifth Third through the current financial crisis and the challenges they would face over the next decade by capitalising on their people. The employees will be the key reason their institution will grow and thrive despite uncertain economic times. The bankâ€™s chief auditor, Robert Shaffer, testifies to the effectiveness of their leadership training, which helped him improve all areas of his life, achieving a work-life balance and dealing with stress constructively. In 2010, by participating in a life coaching workshop that holistically examines the heart, mind, body and spirit, Shaffer discovered how personal improvements enhance professional performance.

Kabat promotes this holistic employee-engagement program as their leadership coaching technique to bring out a more positive, engaged and happy work force. They build this corporate strategy on four pillars: successful employee engagement, best-in-class customer service, operational excellence, and company growth. The CEO recognised that getting people engaged and excited about the business provides better returns.

Leadership Training for Top-Level Executives

The volatility of the economic markets calls for strategic and holistic chief executives who can positively drive the employees towards the organisationâ€™s goal. Corporate Australia seeks great leaders who are capable of navigating the business in todayâ€™s complex and unpredictable global environment with their intellect and emotion. Although itâ€™s not yet a widespread trend, many top Australian companies have explored in holistic leadership training. This new approach is geared towards developing quality leaders because having strategic thinking and vision alone isnâ€™t enough.

Leadership coaching, facilitated by people outside the organisation, is greatly beneficial for the organisation because they can assess the executive as an individual, instead of as a boss or top-level management. You can learn more from someone who is not part of the picture, but rather someone whoâ€™s looking at the picture. Even ASX chief executive Funke Kupper had a coach for 12 months when he took over as ANZ Asia-Pacific group managing director; this leadership coaching experience he said was "incredibly helpful". "Today, chief executives and boards recognise that they have great talent on their bench, but it's just that: talent. And unless it's developed, it will never be anything more than talent," Funke Kupper says.

What Can Life Coaching Do For You?

It is important that todayâ€™s leaders have a mindset thatâ€™s open to change, executives who embrace renewal. More organisations are realising the importance of utilising executive coaches who tailor leadership coaching sessions because they offer several opportunities, such as:

â€¢ An improved work life

â€¢ Growth in both individual and team performance and productivity

â€¢ Integrating coaching skills into your own leadership style

â€¢ A space and time to enable self-awareness and self-reflection

â€¢ Skills to become more effective in the workplace and managing a team

â€¢ Evaluating behavioural patterns that affect decision-making

Future Matters understands the value of investing in people and how proper leadership coaching and providing the right leadership training can develop great leaders. Whether itâ€™s an individual or group session, you will receive proper guidance and a tailored coaching to suit your needs. Whatâ€™s great about these life coaching sessions is that they are not only for the development of your career, but also development for you as a person.

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Providing a titleLife Coaching life coaching, a titleFacilitation facilitation and a titleSpiritual Development spiritual development through coaching, retreats and facilitation in Canberra, the surrouding region and nationally. Future Matters puts your future first and helps you live your life to the full.

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