



Leadership Coaching for Corporates



# “Executive Coaching helps leaders get better at leading.”<sup>1</sup>

As an Executive Coach, I have a singular objective: helping clients optimise their *return on talent*.

My Leadership Coaching Programmes focus on *Increasing Personal Effectiveness* and *Becoming A Better Communicator*. The programmes address areas relevant to four leadership cadres:

- ❖ **Ducis Auream** – designed for CEOs, Board Chairs, Founders & Entrepreneurs to
  - Amplify their Focus
  - Enhance their Decision-Making
  - Facilitate better Strategy Execution
  - Improve their Management of Stakeholders
- ❖ **Consensualis** – designed for C-Suite Execs, Board Members & Co-Founders to
  - Emphasise their Added Value
  - Magnify their Influence
  - Amplify their Focus
  - Improve their Management of Stakeholders
- ❖ **Differentiae Ducis** – designed for Female Execs and BAME Leaders to
  - Magnify their Influence
  - Leverage on their Points of Difference
  - Maximise Personal Strengths
  - Boost Self-Confidence
- ❖ **Ducens Populum** – designed for Entrepreneurs, Department Heads, Managers & Team Leaders to
  - Increase Team Effectiveness
  - Enhance Employee Engagement
  - Reduce Absenteeism
  - Improve their Problem Solving
  - Facilitate better Strategy Execution

<sup>1</sup> Companies report an average 700% ROI on Coaching (ICF Global Coaching Client Study, 2009)

In addition, I provide a *Leadership Support Programme*:

- ❖ **Sanctuary** – designed as a safe space for CEOs and Entrepreneurs to discuss the challenges, ideas and strategies that they can't discuss with their colleagues or board members. Sanctuary places emphasis on
  - Noise Reduction
  - Clearer Thinking
  - Problem Solving
  - Testing Ideas
  - Progress Evaluation
  - Reenergising
  - Goal Setting

What are the benefits?

1. Better Business Performance (Increased Profits, Greater Market Share, Better Client Service)
  - Coaching Boosts Corporate Performance by creating better leaders.
    - ✓ “Effective leadership is not about making speeches or being liked; leadership is defined by results not attributes” Peter Drucker
2. Hitting & Exceeding Targets
  - Coaching improves decision-making thus supporting Better Capital & Resource Allocation
    - ✓ “Great leaders are almost always great simplifiers, who can cut through argument, debate, and doubt to offer a solution everybody can understand” General Colin Powell
3. Greater Productivity
  - Coaching shows leaders how to get more out of their people.
    - ✓ “I start with the premise that the function of leadership is to produce more leaders, not more followers” Ralph Nader
4. Enhanced Employee Engagement
  - Coaching helps leaders become more effective communicators
    - ✓ “People buy into the leader before they buy into the vision” John C. Maxwell
5. Reduced Absenteeism
  - Coaching helps leaders get more rounded, honest views of themselves and their organisations
    - ✓ “Leaders must be close enough to relate to others, but far enough ahead to motivate them” John C. Maxwell
6. Better Execution of Strategy
  - Coaching helps leaders get and keep their people focussed on results
    - ✓ “Leadership is the capacity to translate vision into reality” Warren Bennis
7. Healthier Leaders
  - Coaching helps leaders find the mental release valve from the pressures of their roles
    - ✓ “It is strange to be known universally and yet to be so lonely” Albert Einstein







## About Ikenna Iroche

- *20 years' experience as an Executive Head-hunter supporting corporate leaders at multinationals and small businesses across four continents.*
- *15 years as a semi-professional rugby player, including 14 months as Chief Executive.*

I have been an executive recruiter (or head-hunter) since January 2000 and, in the time since, have worked with corporate clients and individuals across a range of industry sectors on four continents (Africa, Europe, the Middle East & North America) on a very wide variety of talent advisory projects. I have assisted blue chip corporates in setting up new business units, growing market share in established territories and achieving greater diversity in their talent pools. I have also helped entrepreneurs build brand new companies and create compelling employee value propositions to support healthy growth. I worked at three different headhunting firms prior to setting up my own independent practice in 2013.

As a head-hunter I learned to determine an individual's strengths very quickly, and to figure out where and how those strengths can best be leveraged for personal growth & success. My experience has afforded me strong insights into what motivates executives and thus, into what changes might bring them greater career fulfilment. It has also provided an appreciation for the strategic - and the everyday - challenges faced by organisational leaders trying to achieve the optimal utilisation of human capital to deliver on their core objectives.

I expanded my product-offering to include coaching after repeated requests from executives to whom I had given ad hoc advice over the years. My corporate work includes helping CEOs improve their decision-making, preparing rising talents to take up leadership positions and helping managers become stronger communicators. I also advise clients on managing valued employees dealing with difficult issues (mental & physical health challenges, dissatisfaction with scope of responsibilities, etc) and on preparing for the personnel challenges that accompany major strategic or structural change. With individual (non-corporate) clients, I help accelerate career trajectories through faster promotions, job interview coaching and advising on contract negotiations. I also coach professionals through the transition from corporate executive to first-time entrepreneur.

Alongside this, I have participated in a variety of high-level competitive individual and team sports from childhood to date. For 15 years, I played semi-professional rugby in the English national and regional leagues while working professional hours as a head-hunter. Ahead of the 2011-12 season, in addition to my full and part-time roles, I was made the CEO of the rugby club: leading the club to its first league promotion in 12 years remains a personal career highlight.

The insights I have gained from the corporates I've worked with, the individuals I have introduced to them and from my sporting career are integral to my approach as an executive coach. My knowledge is gleaned from thousands of hours of conversation with an extremely diverse range of executives. The facets of leadership I have embraced through playing sport - focus on the mission, improvement through practice, good and clear communication, calmness under pressure - and through leading sports teams - setting clear goals, leading by example, shaping team dynamics, effective delegation - are directly relatable to the equally competitive corporate environment. For corporates and individuals alike, my overarching goal is always to assist clients in achieving the optimum return on their talent.

I was born in Nigeria and am an alumnus of King's College Lagos. I graduated from the London School of Economics in 1999 with a BSc in Economics.

If you think Leadership Coaching could be beneficial to your organisation, drop me an email [here](#) and we can schedule an initial phone call to discuss your objectives. I'd be glad to help.

