


Executive Coaching



“I help ambitious people succeed. Faster.”

Several studies of successful people have been conducted to identify the “Keys to Success”. These studies often focus on the habits and daily routines of these individuals – how regularly they exercise, how efficient they are in managing their personal time, how many books they read in a week, etc. While these can all make positive contributions to achieving success, they are but tools to facilitate said success. Furthermore, these tools are not universal for all successful people.

It has been my observation that all successful people have **one** unifying trait:

They know exactly what it is they are trying to achieve.

Before they achieved success, successful people first achieved **clarity** in their mission. They knew exactly what it was they wanted to achieve and why it was important to them. They identified what success would be or what it would look like and then they went after it. Along the way they discovered the tools that were most appropriate both for their mission and for them as individuals.

This is where my coaching service begins: helping you find **Clarity**

- Clarity gives you **Focus**
- Focus allows you to give the best of yourself to your Mission.
- Focus enables you to identify and thereby, avoid distractions when they arise.
- Focus helps you recover faster from setbacks. It helps you see beyond the roadblocks in your journey.

Once we have achieved clarity of mission, we can begin to identify the tools – strategy, tactics, relationships, resources, skills and habits – that will help you achieve success as you define it. The ultimate goal of my coaching is to help you get from where you are to **where you want to be** ... as quickly and as efficiently as possible.

I will help you figure out what success looks like for you. We will identify your inner drivers, your biggest strengths and the (internal & external) obstacles to your success. Together, we will set the right goals and create practical action plans to get you there.

“Definiteness of purpose is the starting point of all achievement.”¹

What is Executive Coaching?

Executive Coaching is a professional one-to-one relationship between an individual (an executive) in pursuit of specific professional goals and another individual (a coach) who guides and supports them towards these goals. In addition to guiding the executive in the setting of clear, achievable goals, a coach also helps them recognise their existing strengths and learn how to use them more effectively. For the ambitious, goal-oriented executive, a coach acts as a “sounding board, confidant, partner, challenger and catalyst” for achievement.²

Who is it for?

Executive Coaching is for ambitious professionals seeking to accelerate their progress. I work with individuals who fit the following categories:

- CEO/Entrepreneur – a sounding board; a reassuring and objective, outside voice for business leaders
- Newly Promoted – preparing for the larger challenges and responsibilities of the new job
- Female Executive – climbing the ladder in male-dominated firms and/or industries
- Career Crossroads – planning and executing a transition to a more fulfilling professional path
- Career Stuck In Neutral – harnessing innate strengths for personal progress
- Entrepreneur-in-the-making – helping to identify the what and/or figure out the how
- Mothers Returning To Work – rebuilding self-confidence and finding the right balance between work and home

What are the benefits?

You get to where You Want To Be much faster because ...

You gain Clarity in your goal setting which helps ...

- You Take Charge of your professional direction and helps ...
- You improve your Decision-making.
- You acquire, finetune and ingrain New Skills.
- You achieve greater Self-Awareness and ...
- Your Strengths become Stronger while ...
- You address your “Blind Spots” so they stop holding you back.
- You get told the Truths that your colleagues & family won’t (or can’t) tell you.
- You Bounce Back from setbacks faster.





About Ikenna Iroche

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 would like to begin sessions with B&G Executive Coaching, drop me an email [here](#) and we can schedule a pre-coaching phone call before putting together your coaching plan.

