

hardygroup

EXECUTIVE COACHING PROGRAM

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ABOUT HG'S LEADERSHIP & EXECUTIVE COACHING PROGRAM

OUR PROGRAMS ARE FLEXIBLE AND CAN BE DELIVERED IN VARIOUS WAYS BASED ON OUR UNIQUE METHODOLOGY. THEY CAN BE EFFECTIVE AS IN-HOUSE LEADERSHIP PROGRAMS TAILORED TO MEET YOUR NEEDS OR ADAPTED INTO INDIVIDUAL COACHING PATHWAYS.

Exclusively curated for senior leaders and key decision-makers in the health, social and community sectors across Australia and New Zealand, the HG's Leadership and Executive Coaching Programs offer a unique and confidential opportunity to share, strategise and solve issues to generate growth.

1. Synergistic Collaboration

We start by creating a psychologically safe environment where individuals build trust, come to better understand each other's unique capabilities and experiences, that in turn enables them to work collaboratively in the pursuit of team and organisational goals.

2. Dynamic Problem Solving

Through the power of action learning we systematically tackle team and organisational challenges by engaging in an evidenced based process of dynamic problem solving. The emphasis is on *what if* exploration first, tapping into right brain thinking, that fosters an environment of creativity and innovation where new ideas are welcomed and tested.

3. Transformative Leadership

We focus on each participant's leadership journey across the three key domains of Leading Self, Leading Team and Leading Organisation. This builds enterprise level thinking and helps to develop your transformative leadership skills.

4. Measurable Results

The unique value of our programs lies not only in tangible improvements in your team's leadership growth and development but also in their ability to achieve results that align with agreed upon organisational goals and objectives.

5. Cultural Shift

The achievement and celebration of results through the program will create a cultural shift. It will promote accountability and a commitment to excellence and build an adaptive, resilient work culture.



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Co-designed with you and delivered by our team of skilled facilitators with extensive senior leadership experience in your world, HG's Leadership and Executive Coaching Programs empower your teams to meet your organisation's strategic and operational objectives.

This program is a form of professional coaching that is designed to help executives, managers, and other high-level professionals improve their leadership skills and achieve their goals. It typically involves one-on-one sessions with a trained coach who helps the client identify areas for improvement, set goals, and develop strategies to achieve them.

Diagnosics

Building and maintaining a high functioning executive team is critical in the fast-paced world of health and human services. Attracting, retaining and optimising the skills of the current workforce is becoming increasingly challenging as the battle lines for talent attraction are drawn.

HG is invested in the long term success of your organisation and has built a suite of diagnostic capabilities to support the ambition of executive leadership that is practical and grounded in real time, real world environments. These diagnostic options and tools mean you are working with evidence and reflective practice.

Leaderskill 360

Our executive coaching programs include a 360-degree feedback tool, Leaderskill 360.

It is a comprehensive tool that provides feedback from multiple perspectives to help identify strengths and areas for improvement in the leadership style of executives and team members.

The Leaderskill 360 pitch can be a valuable tool for executives looking to improve their leadership effectiveness. It provides a comprehensive view of their performance and can help them identify blind spots and areas for improvement. The process also promotes self-awareness and helps build trust and transparency between the leader and their team.

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HardyGroup's (HG) mission is simple - Find and Grow Great Leaders - and we have been doing exactly that for more than 30 years in public and private health, primary, community and aged care as well as the broader public service.

Our synergistic business model of Executive Search and Recruitment integrated with Executive Leadership and Learning is our unique point of difference.

It ensures our clients can count on us for the lifecycle of their organisations leadership journey and why we are regarded as the leading trans-Tasman partner agency by clients.

When engaging HG you can be confident in a deeply personalised experience and service as nothing matters more to us than relationships and results.



WE INVITE YOU TO FIND OUT MORE



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EXECUTIVE COACHING PROGRAM FEES

FEES ARE INVOICED IN ADVANCE AND INCLUDE:

COACHING INCLUSIONS

- 2 hours Coaching session per month ✓
- HG Facilitation ✓
- Development plan ✓

RECOMMENDED TERM

6 months

PROGRAM ADDITIONS

Sponsoring organisations may want to consider the following value add, non-compulsory, additions.

LEADERSKILL 360 INCLUSIONS

- 360 profiling 2-hour feedback session ✓
- HG Facilitation ✓
- Development plan ✓