



GS-02

Engineering Leadership

360-Review and Executive Coaching

Understanding self and how we relate to our teams and stakeholders. Exploiting strengths and developing weakness

Why this intervention?

Our personal leadership style is built up over time through acquiring knowledge, reviewing other leaders and applying and trialling techniques. Largely it is an effective approach, although as we move from junior roles into more senior posts having a better grounding of how we are perceived, and how we are actually leading is essential. This intervention delivers that and then continues to help close the gaps through effective coaching.

Key elements

- ◆ We tailor this intervention for you specifically. Off the shelf products are too restrictive in engineering leadership, so, we take your company leadership framework, or similar document, and use our extensive engineering leadership experience to build a 360-review that explores the specific areas that are important.
- ◆ We manage the process completely for you, we set up meetings with key stakeholders, gather the data required and build the 360-review.
- ◆ We run the review process, via email and online submissions, and build the individual report, with key development points and highlight strengths.
- ◆ Following the review, we conduct 6 hours of coaching per person, taken either in two or one hour blocks. This allows the manager to deep dive and develop real and lasting changes to behaviours and truly improve leadership reach.

Who is best suited?

- ◆ More senior managers
- ◆ Future engineering leaders
- ◆ Department leaders
- ◆ Fleet managers



Subject Expertise

We have a proven track-record of reducing maintenance costs, through optimising efficiencies.

Our subject leader is a Chartered Engineer and has worked in Engineering for over 25 years with multi-industry experience.

Our expert team have built this workshop-styled training course through a combination of their significant thought leadership and experience layered with known client situations, bringing a powerful mix of vital real-life examples together with sound theory to all the sessions.

For more information, call us on +44 (0) 7841 029276

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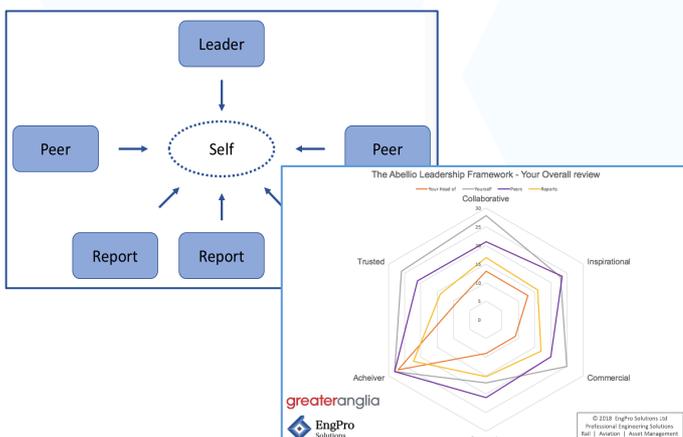
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Further Information

The 360-review – This is a managed process to give you a clear perspective of how you are perceived on crucial leadership issues. Often in the nature of business we don't get much chance to seek feedback from people on how we are performing, and this feedback can prove vital in moving our development on at a pace. We will use the output of the evaluation to build an individual coaching and mentoring profile for you, which together we will deliver over the coming months.

The review process – The process takes perceptions from those who report to you, your peers and your manager, and fuses this with your own baseline assessment of your 'image'. The analysis and output, together with the subsequent coaching and mentoring allows for your accelerated development in these key areas. This specific 360-review has been tailored for your organisation, it uses your Leadership Framework and links to previous work such as core leadership and behavioural leadership.



Individual Report – The 360 output is an individual report which analyses your strengths and weakness and the perceptions you hold of yourself together with those others hold of you. We report against each key pillar of your leadership framework and establish some key development points where perception gaps are evident. We further explore the relationship with your reports, your peers and your leaders, discussing where gaps are apparent and what might be possible to close these. The report is provided electronically.

Coaching – As part of this intervention we provide 6 hours of coaching per person. This we recommend is taken in either two or one hour blocks to optimise the outputs. We use executive performance coaching techniques, taking the coachee through the 360 output and exploring areas they desire to develop.

Each session is held at a convenient time and location ideally suited for the session. This might be on-site to minimise disruption, but we have other facilities that permit wider thinking if required.

We use experienced coaches, who understand both coaching and the role being coached, allowing a powerful mix of coaching and mentoring.

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