



# Coaching Leaders for Excellence

Leaders who experience 1:1 coaching with SHL progress quickly and effectively toward personalised goals and business priorities.

## The Challenge

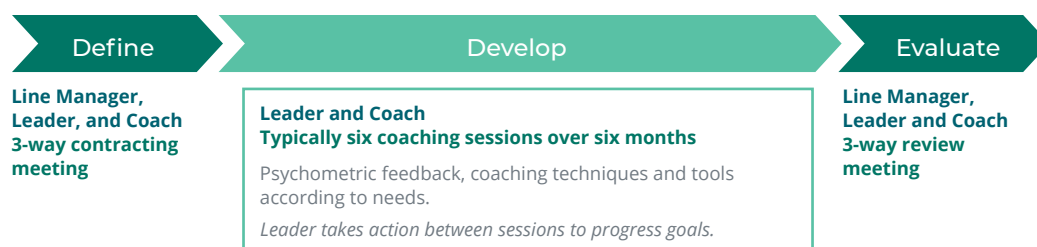
Many organisations and leaders are poorly equipped to thrive in the new, rapidly changing work environment and 46% of leaders underperform when transitioning into new roles. Leaders face unique and complex challenges and this often means that standard training and development interventions are less effective.

To ensure the investment pays off, leader-level development must:

- Focus on the specific, unique needs and goals of the leader,
- Align with business priorities and organisational context,
- Raise self-awareness and insight on strengths and challenges,
- Include an element of reflection and experiential learning, and
- Be measurable so business value and individual progress against goals can be realised.

## Our Solution

1:1 coaching includes a contracting and review meeting with the leader's line manager or sponsor to agree and review personal goals that align with business priorities and organisational context.



## Business Impact

- Builds leader skills, capability, and potential
- Improves performance and productivity
- Increases retention of talent (Increases engagement)
- Helps facilitate new styles and culture
- Improves relationships and collaboration across teams
- Supports the leadership wellbeing agenda

*"My coach was utterly professional, allowed me to set the agenda, and ensured that I stayed on track with what I wanted to get out of the sessions. We were able to deliver real, tangible benefit that would help me and have a knock-on benefit to the whole organisation. As a measure of customer satisfaction, I would give 9 or 10 out of 10."*

Senior Sales Director  
Global Telecommunications Company



## Why Choose Us?

- With over 30 year experience in research, design and delivery of assessment and development solutions, we have an in-depth understanding of how human behaviour can significantly influence individual and organisational performance.
- Our qualified, experienced coaches draw on their deep behavioural expertise in what makes leaders successful and outperform
- Our range of validated psychometrics tools to raise self-awareness
- We adopt an integrated and consistent coaching process with steps to
  - understand your culture and business context
  - ensure individual goals align with strategy and business priorities
  - recognise tangible return on investment (behavioural shifts)
- Our track record shows that leaders who experience SHL 1:1 Leader coaching progress more quickly and effectively towards personalised goals and business priorities

## Typical Benefits for Leaders

- Enhanced self-awareness and confidence
- Greater clarity and focus on personalised goals and how to move forward to achieve them
- Clearer pathway for navigating change, complexity, and challenge
- Increased performance, productivity, and engagement
- Improved relationships
- Increased focus and awareness on personal wellbeing
- Access to a trusted, objective sounding board, providing support and challenge

*"The coaching was very flexible, very responsive, and very business focused. There were real consequences to the coaching - the business was expecting tangible, measurable results and pretty much all have delivered significant business results which they know they wouldn't have without the coaching support."*

L & D Manager,  
Retail Company

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