THE Epiphany GROUP

CASE STUDY

EXECUTIVE COACHING

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Testimonial from Daniel's Coaching Experience with the Epiphany Group:

"I had the pleasure of working with Janine from Epiphany for executive coaching, and I must say it was a valuable experience. Janine's straight-shooting approach and critical insights were exactly what I needed to address the challenges I was facing in my role as a managing director. She helped me cut through the noise and identify the real issues that were hindering our team's performance.

What I appreciated most about Janine was her honesty and practicality. She didn't waste time with fluffy language or unnecessary delays. Instead, she provided me with actionable advice and guidance that allowed me to make significant improvements in my leadership style and decision-making.

Thanks to Janine's coaching, our business is now more settled, and we have been able to address the personnel issues that were causing disruptions. I can now confidently say that I have regained control of my weekends and can focus on both my professional and personal life.

If you're considering executive coaching for the first time, my advice would be to prioritise the relationship with your coach. Find someone who resonates with you and understands your specific needs. Janine was the perfect fit for me, and her no-nonsense approach was exactly what I needed.

I would highly recommend Janine for her coaching expertise. She truly made a positive impact on my leadership journey, and I look forward to continuing our work together."

- Daniel Smith, Managing Director - Leaf Architecture

Case Study: Daniel's Experience with Executive Coaching

Overview:

Daniel, the Managing Director Leaf Architecture, sought executive coaching to address leadership challenges within his organisation. He had experienced difficulties with team members in leadership roles and wanted to improve their performance. Daniel engaged with Janine, an executive coach, to provide guidance and support in navigating these challenges.

Role and Responsibilities:

As the Managing Director, Daniel had the responsibility of overseeing the company's operations and leading the leadership team. Initially, the company had a senior architect as the sole leader, but as the organisation grew, Daniel introduced a leadership team structure. This included project directors and practice managers, some of whom did not perform well in their roles.

Challenges and Objectives:

Daniel faced challenges with team members in leadership roles who were not meeting expectations. He wanted to identify the root causes of their underperformance and determine if coaching could help address these issues. Initially, the approach was to replace these individuals, but due to resource constraints, Daniel decided to explore coaching as an alternative solution.

Expectations from Executive Coaching:

Daniel expected executive coaching to provide insights into the underlying issues affecting the team's performance. He wanted a coach who would provide honest feedback and help him identify and address competency gaps within the leadership team. Daniel appreciated Janine's straightforward approach and valued her role as someone who could offer objective perspectives on the challenges he faced.

Measuring Success:

The success of the coaching engagement was measured by the improved stability within the business. Problematic team members were no longer with the company, and Daniel felt that the business was more settled. He was able to reclaim his personal time and have a better work-life balance. The coaching helped Daniel navigate the challenges and make informed decisions.

Value of Executive Coaching:

Daniel found value in the executive coaching he received from Janine. Her straight-shooting approach and ability to provide honest feedback were appreciated. The coaching engagement helped Daniel address the leadership challenges within his organisation and achieve a more stable and balanced work environment.

Advice for First-Time Executive Coaching:

Daniel advised individuals considering executive coaching for the first time to focus on building a strong relationship with their coach. It is essential to resonate with the coach and ensure that their approach aligns with the individual's needs and expectations. If the relationship does not feel right, it is better to find a coach who is a better fit. Daniel emphasised the importance of the coach being a pragmatic source of advice and providing practical guidance rather than relying on vague or time-consuming approaches.

Conclusion:

Daniel's experience with executive coaching provided valuable insights into the challenges he faced as a leader. Through coaching, he was able to address underperforming team members and create a more stable work environment. The coaching engagement with Janine proved to be a valuable investment, providing Daniel with the support and guidance he needed to navigate the leadership challenges within his organisation.

Thank You!

Transforming businesses and people into success stories!

Let's Get In Touch

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