

Sample Structure Breakdown for the 90-Day Executive Coaching Programme with Natalia Mank

Each programme is tailored individually to you, once your personal and organisational needs and objectives are clarified. We gain this clarity on the clarity call and in the first coaching session.

Whilst we focus on meeting specific objectives set out at the beginning of the engagement, sessions are Client-led. This means there is always space in each session to discuss any issues and unexpected challenges as they arise.

Some people prefer structure, others prefer to discuss what's on their mind & agenda at any given moment. I am here, available to support you through both.

This is an example of a 90-day executive coaching programme, I have designed and coached for a client in a director role who was recently appointed to a Board position as an Executive Director in response to their specific needs.

The programme helped them hit the ground running and forge meaningful relationships with other members of the Board, contributing to its effectiveness. It also helped them pause and reflect to truly understand his values, strengths and unique value proposition.

Session 1: Setting The Scene & Goal Setting (90 minutes) ;

- Gaining Clarity on Your Main Challenges & Strengths
- 90-day goal setting and 1 year vision

Sessions 2 - 4: Leading The Self:

- Gaining Clarity on Your Values, Drivers and Motivation as a Leader
- Work/Life Blend; Priorities and Effective Time Management
- Growth Mindset and Solution Focused Approach; Overcoming Overwhelm

Sessions 4 - 6 Leading the Team:

- Your Communication Style and Effectiveness As a Leader
- Delegating & Boundaries for High Impact Leadership
- Building Trust & Engagement in Hybrid Teams
- Team Conflict Resolution & Managing Challenging Stakeholders

Sessions 7 - 9 Leading the Organisation:

- Increasing Your Influence & Impact as A Board Member
- Bridging People And Business Strategies; Effective Plan Implementation



- Creating Value-Driven, Sustainable Growth
- Effective Change Management

Session 10: Recap, Evaluation and Next Steps

- Key Insights Evaluation
- Action Plan & Next Steps

Key benefits of this individually tailored 3-month executive coaching programme:

1. Clarity on one's values and drivers leading to increased engagement & work satisfaction
2. Reduced anxiety & overwhelm leading to improved mental resilience
3. Increased confidence and productivity leading to more effective leadership
4. Increased visibility, impact and influence on the board
5. Improved communication skills and ability to liaise effectively with relevant stakeholders across the organisation
6. Clarity on business & strategy goals and increased operational effectiveness
7. Solution-focused approach allowing for improved conflict & crisis management
8. More self-aware leadership style, allowing for an inclusive, collaborative culture to trickle down across the organisation
9. Increased ability to co-design and implement organisational and cultural change

Your programme may look very similar or completely different but this should give you an idea of how we blend structure with responding to what arises on the day during the coaching engagement.

Any questions? Just email me at nataliamank@yahoo.com or [schedule a clarity call](#).

Warm wishes,

Natalia Mank

Leadership & Executive Coach
AoEC Accredited

