

BOARD / MANAGEMENT COACHING & MENTORING SERVICES

• Executive coaching and mentoring

Coaching executives is usually a 'personal' interaction between the organisation's board members, executives and key managers; and who generally contact CGF directly in their personal capacities. In other instances, an organisation may have appointed new employees in these senior positions and will contact CGF to provide coaching and mentoring to ensure that these new employees meet a required level where they are able to assume their full roles and responsibilities in conforming with the relevant legislation, the King III Report and other relevant organisational policies, codes and guidelines. We also assist to facilitate the selection of the Chairperson and the directors to ensure there is a balance and diversity on the board. CGF also provides induction and training programmes for new directors (and prescribed officers), and through such training are better equipped to perform their fiduciary duties to ensure the long term health of the organization, as well as demonstrate their independence of thought and primary loyalty to the organisation. Moreover, we aim at establishing Learning Boards, which focus on:

- Policy formulation and foresight
- Development of strategic thought
- Supervision of management
- Ensuring accountability
- Achieving the triple bottom line:
 - Financial performance
 - Impact on the physical environment
 - Impact on the communities in which they operate

Our expertise is also available to government organisations and NGOs.

Each client is unique and CGF's Coaching Executives will tailor the programme to the organisation's / individual's specific needs. A typical executive coaching programme may include:

- The core of executive coaching consists of one-on-one, weekly, 1-hour coaching calls. The coaching calls are intensive and personalised.
- The initial phase is an in-depth evaluation of the organisation's / individual's requirements. This is immediately followed by clear goal settings. Goals must be stretching but achievable, measurable and relevant.

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- Coaching sessions take place either in our offices or through Skype video calls. If you the organisation / individuals prefer, coaching sessions can also take place by telephone (but we highly value visual interaction).
- During coaching calls, intense listening and creative questioning are aimed at helping individuals to find a response to their own challenges. Several tools and techniques are integrated into coaching calls. These are often transparent to the individual; the focus is on the journey and the destination.
- In addition to continuous tracking during the programme, a formal evaluation of the achievement of the goals is done at the end of the programme.
- A follow-up assessment is made two months after the end of the programme to ensure satisfaction with the sustainability of the results.

2. Further information & contact details

Please contact CGF for further information on +27 (11) 476 8264 / 1/0 or email Terry Booysen at tbooysen@cgf.co.za

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