

Case Study



Executive Coaching and Team Facilitation

A financial institution (Global Insurance Firm) chose Hennessy Consulting as a preferred supplier for coaching and senior team development. They reviewed the current use of executive coaching in their business and then selected firms whose coaches had a strong track record of delivering behavioural and performance outcomes. We were delighted to be on the list.



A clear coaching process was developed to ensure coaching objectives link with organisational values and high level progress against objectives is reported within the context of a confidential coaching relationship.

CEO feedback: *"I engaged a coach to support me to operate truly effectively in a group structure and realise the international potential for my opco. Coaching has supported me as I have delivered a more integrated business model in a complex stakeholder environment"*

Team development for the coachee and his/her team has proved a very effective intervention both for the individual and the team. Observing team meetings, profiling the team using psychometrics and one to one sessions are used to deepen understanding of team dynamics. Facilitated away days allow for discussion of key issues, cycles of team process improvement and deepening of senior relationships. Specific interventions can include:

- Definition of team purpose
- Role clarity between team members
- Navigating new structures
- Team accountability for results

Director of Sales feedback:

"Team leadership was a specific focus for my development following 360 degree feedback and a team restructure. When my coach worked with me and my team, it was a real turning point and we have become a much more cohesive unit."