

Coaching high achievers

Coaching High Fliers and the Plateaued

There are three key decades or phases in the working life of corporate executives. An understanding of how these three phases work is essential to the process of making the best choice of an executive coach.

Coaching becomes most relevant during an executive's forties. This is the time when it can deliver the richest benefits both to the sponsoring company and to the individual.

It's during their forties that most executives will know – if they are honest with themselves – whether they are likely to climb higher up the corporate ladder or whether they have 'plateaued'.

The concept of 'plateauing' is enough to strike chill in the hearts of most corporate executives and could distract them from performing to their best in their current role. Pitkeathley & Partners believe that the careful selection of skilled and empathetic executive coaches can help mitigate the 'plateau' problem and can deliver real and tangible benefits both to the sponsoring company and to the individuals concerned.

Coaching those on a temporary or permanent plateau can be very different from the coaching of high fliers. In this paper Bill Pitkeathley explores the key differences and gives some sound advice on what to look for in coaches for both groups of executives.