



An unprecedented Group-Coaching experience develops leadership & change management skills beyond expectations

December 2010

What have you done this year to become a better leader?

Challenge their ideas, discover new approaches and tools on leadership and take actions are what 15 senior executives from 15 member-companies have done in 2009, supported by a 10-workshop program including individual coaching sessions.

Here is what the participants said at the conclusion of this unique experience:

“A good place to share experiences, have pre-conceived ideas tested; it provided some very useful tools and take-away, as well as provided a network of very interesting professionals”

“Our brain-storm sessions on various subjects have led to instant new ideas which quickly can be fine-tuned in our group and lead to better self-reflection on the way we all conduct our businesses on a day-to-day basis”.

“Everyone comes here to find a solution, but in fact we have the solution in us, and we forgot it because we always keep the same behaviors. We surfaced ideas we had (in group) and thought about how to make them effective. It was not just getting guidance, but proposing alternatives and thinking about them”.

“Coaching is very practical, and can be applied immediately. You can get training course anywhere with best speakers, but you can't fit the learning to daily life sometimes”.

At the closing session, the CEOs joined their senior executives, and all reflected on people development and on the challenges with soft-skills improvement. A CEO confided: “We need to acknowledge that soft-skills development is difficult, and that performance in the future is directly linked to our ability to use interactive coaching –listening, decoding, sharing-”.

This unprecedented adventure into “what it takes to become a great leader” was supported by the French and Dutch Chambers of Commerce and orchestrated by 2 Certified Executives Coaches: Anne-Marie Machet, FP Coaching to Lead, and Jean-Francois Cousin, 1-2 WIN Executive Coaching. The program ran on 10 months with an amazing diversity of participants from different business sectors and personal background.

Among the companies participating were Total, L'Oréal, Schneider-Electric, Essilor, Sanofi-Aventis, Wine Connection, Bel Perfumes, Rhodia, Safecoms and Vidon & Partners.

The executive coaching approach adopted was pivotal in helping participants to break-down their established thinking and behavioral patterns, gain awareness, explore new perspectives, stimulate creative thinking, build a vision and shift towards a continuous self-development that will sustain high-performance and satisfaction in the future.

Are you now ready to embark in such an adventure?

















Logos at the top of the slide include:
- A logo with the text "Supporting Regional Expansion"
- The "FRANCO-THAI" logo
- The "CC" logo
- A logo with the text "Our Coaching Group"

What difference our coaching-group made to the *Maestro* you are?

