

CASE STUDY

International consumer goods brand



A subsidiary of General Physics (UK) Ltd
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"The Executive Coaching Program is simply world class. From the unique, hand selected pairing of coach and participant to the customized, pin point development of course content - the program delivers. Confidential, one on one, face to face sessions spread over an extensive period of time allow genuine relationships to form and substantial engagement to occur. In turn, this drives a significant and shared commitment to both process and outcome. The dividends are profound and as an investment I can think of no finer example. This is a high value resource which I endorse completely".

Vice President (Coachee)

Executive Coaching Service

Challenge

For many years our Client had sourced and managed coaching locally. This had several disadvantages; it was uncertain they were making the best choices in whom to invest and whether coaching was the right approach to meet their needs. The coaches were working to different standards and approaches; the quality and its impact varied and there was limited visibility of the costs incurred or benefits arising. In line with a shift to global integration in its learning management, our Client introduced a new coaching strategy to raise the quality of internal coaching and maximise their return on investment from external coaching.

Solution

Bath Consultancy Group were contracted to provide the Executive Coaching Service (ECS) and also a global advanced coaching skills programme for senior HR Business Partners. The ECS now coaches executives for our Client across 23 countries in Latin America, Asia, USA, Middle East, Africa and Europe. The services provided include:

- A Business Case process which clarifies the purpose of the investment
- Connecting executives with suitable local coaches, working to a global standard
- Integrating existing Clients coaches through a simple assessment approach
- Provision of world class, professional supervision to maximise the impact of coaching
- Harvesting organisational learning from the coaches to create additional value
- Central management and reporting; tracking activity, investment and outcomes



Please contact us on +44 (0)1225 520866 or email office@bathconsultancygroup.com if you would like to find out more. We would welcome a conversation with you.