



Bridges Limited
We create value

Executive Coaching Programme

What is it?

Executive coaching is one of the four products* of Bridges Limited and is targeted at middle to upper management categories of employees. It is strictly a One-to-One training programme for those employees that already hold positions of responsibility in an organization. It helps managers to be strategic thinkers, effective leaders, confident contributors and efficient people leaders and managers.

Under a highly confidential environment, the coach guides the employee towards mastering the tasks and responsibilities for the given position. In other words, the Executive Coaching programme ensures employees are sufficiently prepared for various roles of the organization through a thorough one-to-one coaching process.



What are the objective?

The overall objectives of the coaching program conducted by Bridges Limited are:

- To ensure the manager confronts own career challenges and opportunities.
- To improve staff capability to meet work-related leadership and managerial challenges.
- To enable the manager understand the organisation's culture and to knowledgeably interpret its vision.
- To help managers understand the context of their deliverables, priorities, and personal development needs.

Who should be coached?

Depending on the specific needs of the organisation, anyone in supervisory capacity or decision-making position can participate in the programme. This includes the Chief Executive Officer, Executive Directors, members of the management team as well as assistant managers.

Managers who are in positions that challenge their own competences will also need to undergo an executive coaching programme to enable them master the expectations of their respective roles.

How does it work?

For effective outcomes, an employee should have 10 hours of one-to-one coaching per year. The employing organization will identify employees to be coached. In other cases, the organization can provide a blanket sponsorship for all staff in defined categories to undergo coaching. It remains for employees to have the option of enrolling for the coaching programme.

Given the confidential nature of the coaching programme, the supervisor of the employee as well as the Human Resources department are the only two offices that will be aware of the process.

The coach and the manager will set time of coaching sessions for the year (usually between 1^{1/2} and 2^{1/2} hours per session and not exceeding four sessions a year). In between the sessions, the employee and coach will still interact via email and any other non-contact platforms for purposes of problem solving.

At the end of the coaching programme, the coach will submit a confidential report to the Human Resources Department and supervisor on the progress made and suggestions for further development. However, the confidential aspects of the coaching programme will not be communicated.

Through a meticulous 1^{1/2}- 2^{1/2} hours of one-on-one coaching/ sessions, we help managers have comprehensive and deep awareness of what is expected of them in their respective roles, improve their managerial skills that apply to their job and ensure they confidently work out difficult operational and strategic issues they confront every day. We will guide them towards assessing how their management style is perceived by their subordinates, peers and supervisors.

What is the expected outcome to the organisation?

By enhancing the employee's managerial and leadership capabilities, the following will be the expected impact of the Executive Coaching programme to the organization:

- Improved productivity across all departmental lines
- Cohesion and enduring team work among employees
- Re-alignment of individual efforts to corporate goals and vision
- Improved customer reviews about the performance of the organization.
- Improvement in product quality and innovation as managers become more and more aware and confident of their level and quality of contribution to the organization.

What does it cost?

This is a value for money programme. The total package for the year is approximately ZMK 8,000 / employee.

This includes:

- Four sessions of face-to face coaching (usually in an open atmosphere such as staff canteen, boardroom or recreation centre, whatever is appropriate)
- Regular email/phone contacts for problem solving consultations throughout the year
- Final report to be submitted to supervisor and Human Resources
- Certification.



For further information or queries, contact Chibamba Kanyama, the certified and lead coach on +260976572693 or email: chibamba@bridges-limited.com; info@bridges-limited.com visit: www.bridges-limited.com