IMPROVA
TAILOR MADE IMPROVEMENT

Executive Coaching

Individual leadership development for the individual needs

Some leadership challenges are too individual for a classroom.

A newly promoted leader may need to succeed faster. A high-potential executive may need to prepare for a larger role. An experienced manager may need to change behaviours that are limiting effectiveness.

71% of leaders report significantly higher stress since stepping into their current role.

40% of stressed leaders have considered leaving leadership roles.

30% of leaders say they have enough time to fulfil their responsibilities.

Sources: DDI Global Leadership Forecast 2025

What can coaching strengthen?

Impact on People

Coaching can strengthen self-confidence, relationships and communication as expectations and complexity increase.

80% Self-confidence
73% Relationships
72% Communication

Impact on Business

By developing how leaders manage themselves and others, coaching can strengthen management effectiveness, prioritization and team performance.

61% Business management
57% Time management
51% Team effectiveness

Why Improva?

Our coaches combine professional coaching capability with real business leadership experience.

24 years in business

C-level & senior management experience

Multinational leadership experience

Award-winning leadership development

ICC GOLD SEAL
Accredited
Coaching Services

IMPROVA
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GOLD 2021 STEVIE WINNER FOR GREAT EMPLOYERS

atd Association for Talent Development

Our Coaching Process

01 ALIGN

ALIGN with your Coach. Clarify the leadership challenge, development goals, organizational context and success measures.

02 DIVE

DIVE into one-to-one coaching. Examine current challenges, progress, assumptions and options. Agree on actions.

03 GROW

Strengthen self-awareness, test alternative approaches, translate insight into action and GROW.

04 SAIL

Review progress, confirm achievements, define the next stage of development and SAIL towards your better future.

Coaching across the leadership journey

Leadership Development

Reinforce programs by helping participants apply learning and turn insight into workplace behaviour.

Succession / High Potential

Prepare high-potential leaders for broader responsibility and support succession development priorities.

Promotion / Role Transition

Accelerate transitions by focusing on the behaviours, relationships and priorities that matter most.

Assessment & Development Centres

Turn assessment findings into action through focused coaching on strengths and development gaps.

Selected Coaching Engagements

UniCredit

Yapı Kredi / UniCredit

834 managers developed through workplace and Shadow Coaching over 2.5 years. ATD-recognized implementation.

vodafone

Vodafone

Sales Managers developed through PACE, workplace practice and Shadow Coaching to strengthen sales-coach capability.

Pratt & Whitney

Development Centre, JOURNEY Leadership Development and Executive Coaching.

Discuss an Executive Coaching Engagement

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