

EXECUTIVE COACHING WITH



Let's face it, more is being demanded of leaders today than ever before.

Global conflict, uncertainty, inflation, security threats, the great resignation, hybrid work . . . the norms and patterns of the past no longer provide reliable guides for the future.

Having the right **Executive Coaching Team** in place can ensure your leaders have a safe space to receive feedback, air their ideas, figure out where to focus, build new skills and move forward. It is not difficult to find a roster of coaches for hire.

But how do you select the right coaches?

Avvartes is a global company that emboldens leaders, teams and organizations to learn, grow and thrive. Using evidence-based research, we focus our attention more on solutions, possibilities, and opportunities and less on problems, deficits or shortcomings. In all we do, we are business outcomes focused unapologetically humanistic.

Around the globe: OUR TEAM OF EXECUTIVE COACHES

Click names for full bios



[Daniela Thomas](#)
SWITZERLAND



[Elena Ignatieva](#)
RUSSIA



[Evy Severino](#)
USA



[Dr. Agata Dulnik](#)
POLAND



[Aysun Barin](#)
TURKEY



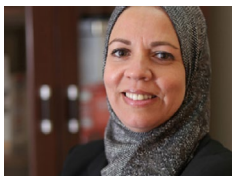
[Siem Reitsma](#)
NETHERLANDS



[Cecilia Rodriguez](#)
ARGENTINA



[Dr. Matt Kersey](#)
USA



[Amira El Deeb](#)
EGYPT



[Wendy Chua-Sullivan](#)
SINGAPORE



[Aad JCM van Vliet](#)
SWITZERLAND



[Loredana Shani](#)
CHILE



[Claudia Mejía](#)
USA



[Milana M. Milosh](#)
USA

OUR CLIENTS TELL US WHY THEY CHOOSE AVVARTES ...

The Coaches – They get it. Avvartes coaches are a cut above. They have global leadership experience from top organizations and they are seasoned, highly trained and qualified coaches. They engage in real conversations. Just like us, they are running a global company and know the struggles of delivering for clients across time zones, cultures, languages and market conditions.

Avvartes coaching approach is both structured and adaptable, tailored to meet the unique needs and objectives of each of our clients.



The Process – Low on red tape, high on customization, just enough structure, laser focused. It's safe to work on what is real – both life and work. They are constantly reading, learning and earning new certifications to bring us useful inputs, but they don't dump esoteric material on us. This is meaningful and practical.



The Results – some of the most frequent coaching outcomes our clients report include:

- ❖ self-awareness
- ❖ clarified values
- ❖ conflict managed
- ❖ grew the business
- ❖ habit change
- ❖ confidence
- ❖ team engagement
- ❖ accelerated career growth
- ❖ productivity
- ❖ authenticity
- ❖ improved relations
- ❖ increased trust
- ❖ sustainable change
- ❖ managed stress more effectively



THE AVVARTES COACHING MODEL* enables structure and flexibility. Each coaching relationship is unique. Our research-based approach enables coaches and coachees to address needs based on individual needs, schedules, personalities and learning styles. Our service quality is overseen through a stringent internal coaching supervision process.

COMPETENCY/ BEHAVIOR/ MENTAL MODEL

Identification of "developmental needs"

IMPLEMENTATION AND EVALUATION
Active experimentation
Self-observation
Adjustments/ reassessments



SELF-REFLECTION
Gathering of feedback from others
Contemplating the feedback
Assimilating the feedback

EXPLORATION OF OPTIONS

Building up desire for change
Creating better scenarios
Making plan for experimentation

*Inspired by Kolb's Adult Learning Framework



Coach Selection

Matching the right coaches with leaders is vital. We help you provide a handful of coaches for each coachee to consider based on bios. Then we recommend that coachees conduct a small number of 'chemistry meetings' to meet potential coaches before they submit their preferences. Many of our coaches are multi-lingual.

Assessments

Based on the individual situation, we utilize a combination of assessments that may include interviews, online 360 Degree Feedback, Personality assessments such as DISC, MBTI, Emotional Intelligence, Hogan, Clifton Strength, Values Inventories, Life Styles Inventory and our clients' preferred assessments.

One on One Coaching

Our coaches create a supportive, high trust, confidential relationship, joining the objectives of the organization and the individual leader. Most coaching sessions last 45 to 60 minutes. In order to achieve your goals, expect to do specific assignments between sessions to build new habits, practice new skills, and reflect regularly. We find that leaders who receive coaching learn from the approach and become better at coaching themselves.

Team Coaching

Team Coaching offers a coordinated approach to developing the leadership capabilities of a group that is tasked with a specific organizational objective or change. Often the goals of team coaching include improved alignment, increased accountability, new leader assimilation or implementing change. One of the benefits of team coaching can be building a stronger coaching culture.



OUR CLIENTS



“Over 4 years we have changed from a hierarchical single leader to an inclusive leadership team approach.”
– CEO, Pharmaceuticals

“I have been encouraged, challenged and supported through the most challenging transition I have faced in my work life. THANK YOU!”
– COO, Non-Profit

“Perhaps the most valuable skill I learned from my coach is how to listen to myself and correct my course immediately.”
– Director, Global Manufacturer

“My coach has helped me get the best out of myself as a leader through his experience, expertise, empathy and truly personal approach.”
– Senior Executive, Consumer Goods



Contact:

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