Introducing FocusCore Leadership Development Programs

FocusCore not only helps companies recognize and recruit the best talent in Japan, we also help develop employees through the FocusCore Leadership Development Programs. The most profound and dramatic results in an organizational and employee development comes from our Executive Coaching practice.

Executive Coaching is defined as partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential. Unlike training, the coaching process works with the client as the expert in his or her life and work.

When I work with a client, here is what we focus on:
*   Discover, clarify, and align with what the client wants to achieve.
*   Encourage client self-discovery.
*   Elicit client-generated solutions and strategies.
*   Hold the client responsible and accountable.
*   And most importantly, help the client dramatically improve their outlook on work and life, while improving their leadership skills and unlocking their potential.

I find that many of the reasons that our clients select our Leadership Development Programs, and especially our Executive Coaching, revolves around excellent employees wanting to reach even greater success within the organization. Sometimes, this is due to an opportunity within the organization that is compelling individuals and teams to build and grow on their skills and accelerate desired results. Other times, there may be a lack of clarity in a role or an employee's place within the organization. And at other times, an executive is looking at how best to identify and leverage core strengths.

When selecting an executive coach, it's important that success measurement factors be built in. Measurement may be thought of in two distinct ways: external indicators of performance and internal indicators of success. Ideally, both are incorporated.

Examples of external measures include achievement of coaching goals established at the outset of the coaching relationship, increased income/revenue, obtaining a promotion, performance feedback that is obtained from a sample of the individual's constituents (e.g., direct reports, colleagues, customers, boss, the manager him/herself), personal and/or business performance data (e.g., productivity, efficiency measures). The external measures selected should be things the individual is already measuring and has some ability to directly influence.

Examples of internal measures include self-scoring/self-validating assessments that can be administered initially and at regular intervals in the coaching process, changes in the individual's self-awareness and awareness of others, shifts in thinking that create more effective actions, and shifts in one's emotional state that inspire confidence.

Should you be interested to learn more about how FocusCore works with companies, teams, and individuals to help their leadership succeed, contact me at info@focuscoregroup.com.