

Executive Coaching

The Office of the Commissioner for Public Employment (OCPE) has established a panel of executive coaches who will assist with issues such as:

- Raising personal confidence and self-esteem
- Developing conflict resolution, change management and other skills
- Identifying and addressing personal attributes which need strengthening
- Provision of an independent perspective
- Opportunity to discuss issues confidentially
- Enhancement of strategic planning and problem solving skills
- Assistance with development of business strategy skills
- Improved leadership and management style(s)
- Modelling behaviours of success

The three providers will undertake a matching process, based on information provided, to ensure that executives are aligned with a coach who most closely meets their requirements.



Executive Coaching provides professional support to executives, policy makers and professionals through constructive feedback on style, strategies and performance.

The most common reasons given for introducing and using executive coaching are to improve individual performance, productivity and skills.

Executive coaching helps executives explore the issues they are up against to encourage them to think more thoroughly and take ownership of their professional growth; it can also assist with setting strategic goals, devising business plans and building corporate values.

The purpose of this coaching will be to develop executive level abilities to contribute positively in delivering the economic, social and governance responsibilities for all Territorians.

For further information contact:

Office of the Commissioner for Public Employment:

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Executive Coaching

There are two delivery models:

Structured Program for Executive Coaching

This is a strategic developmental opportunity for executives for personal and professional growth. Coaching sessions will be phased over a 12 month period.

The executives' line manager will be involved at the beginning of the coaching relationship, ideally with a view to endorsing the goals or development plan. Once the goals are endorsed they will not have any further contact involvement.

The process for accessing executive coaching is as follows:

Step 1: Seek financial approval from the delegated officer within your agency

Step 2: Complete the Self Assessment Form and forward to the three providers (note that a copy of your current job description and up to date resume are required)

Step 3: Select a suitable coach from the shortlist provided (and advise HR)

OCPE recommend that the initial face-to-face two hour meeting be followed by 1 or 2 hour sessions to be held approximately every 2 months within 12 month duration.

“Just in Time” Executive Coaching

Occasionally, an issue may crop up whereby an executive may require immediate support on a particular issue. The “Just in Time” model is an ad hoc performance enhancing remedial service which will be delivered over a short time frame.

Depending on the circumstances, the HR Director or executives line manager may provide a contextual briefing to the coach prior to the coaching relationship commencing.

The process for accessing remedial, performance enhancing, executive coaching is as follows.

Step 1: Seek financial approval from the delegated officer within your agency

Step 2: Complete the Self Assessment Form and forward to the three providers (note that a copy of your current job description and up to date resume are required) if possible

Step 3: Select a suitable coach from the shortlist provided (and advise HR)

The number of sessions will depend on the nature of the coaching required. It may only require one session, or up to a maximum of four sessions (approximately 1.5 hours each). Sessions may be scheduled in close sequence if that is the preference of the executive and the coach.

“Just in Time” executive coaching may take place entirely over the telephone or via video conference.