



# Leadership Style and Peak Performance. Is Executive Coaching an Option?



The challenge to achieve **Peak Performance** is ever increasing in every Organisation. It is common knowledge now that the performance of a team or department in the Organisation leans heavily on one key factor – The **Leader**.

**Leadership styles and leadership skills** are ever evolving, and every **Leader** needs to upskill himself as he moves upwards in his career. There are many options for the **Leader** to close the knowledge and skills gap. Some of the options include corporate training programs or pursuing an MBA (part time or full-time). While these options are good the investment in terms of time and costs could be a hindrance. Besides that fact, acquiring general **Management and Leadership** knowledge may not equip the **Leader** with the specific skills he needs to solve the challenges in his team towards achieving **Peak Performance**.

One good option that is becoming more popular in Corporate Organisations is **Executive Coaching**. **Coaching the Leader** to improve his **Leadership Style and Leadership Skills** has over the years proven to be effective as many studies have proven (*Kenneth P De Meuse 2009; Albizu Gallastegiu, 2019; and Bozer, Sarros & C Santora, 2014*).

## Here are **3 advantages why Executive Coaching** is a preferred option for enhancing **Leadership Skills**

- The knowledge and skills learnt in [Executive Coaching Programs](#) is not just academic but practical and contextual for **the Leader** in his/her Organisation.
- There is a strong focus on Application of the **Leadership** knowledge and skills and emphasis is placed on sustained behavioural change with an added advantage of it being measured.
- The Process of acquiring knowledge and change in **Leadership style** can be customised to suit the **Leader** in terms of time, money and the leader's unique Learning style. *(Bear in mind high level and highly reputable **Senior Managers** may not be comfortable learning in the traditional way and need a more personal touch)*

Some of the **Skills** that **Leaders** can acquire ONLY in **Executive Coaching** but not in other Learning processes is as follows:

- Self-awareness and Reflective Learning
- Personal Change - Changing Mindset and Sustained Behaviour Change
- Self-assessment and performance gap analysis
- Changing from an operations mindset to a strategic mindset
- Developing a mixed and modified **Leadership Style** that is unique and highly effective for that

If there any drawbacks in executive coaching for **Leaders**, it is probably the fact that one needs to find a good fit between the **Leader and Executive Coach**. Apart from that the cost factor for [Executive Coaching](#) maybe a consideration. But more and more organisations are reporting how **Executive Coaching** as an option has worked well for enhancing **Leadership Skills** and the financial investment has given very good ROIs.

Overall anecdotal and research (studies mentioned above) in the workplace has shown time and again the efficacy of **Executive Coaching** and hence that is why most of the top performing organisations like Microsoft, IBM, Xerox, Shell, Apple and many others have repeatedly chosen this option for **Leadership** enhancement towards **Peak Performance**.

