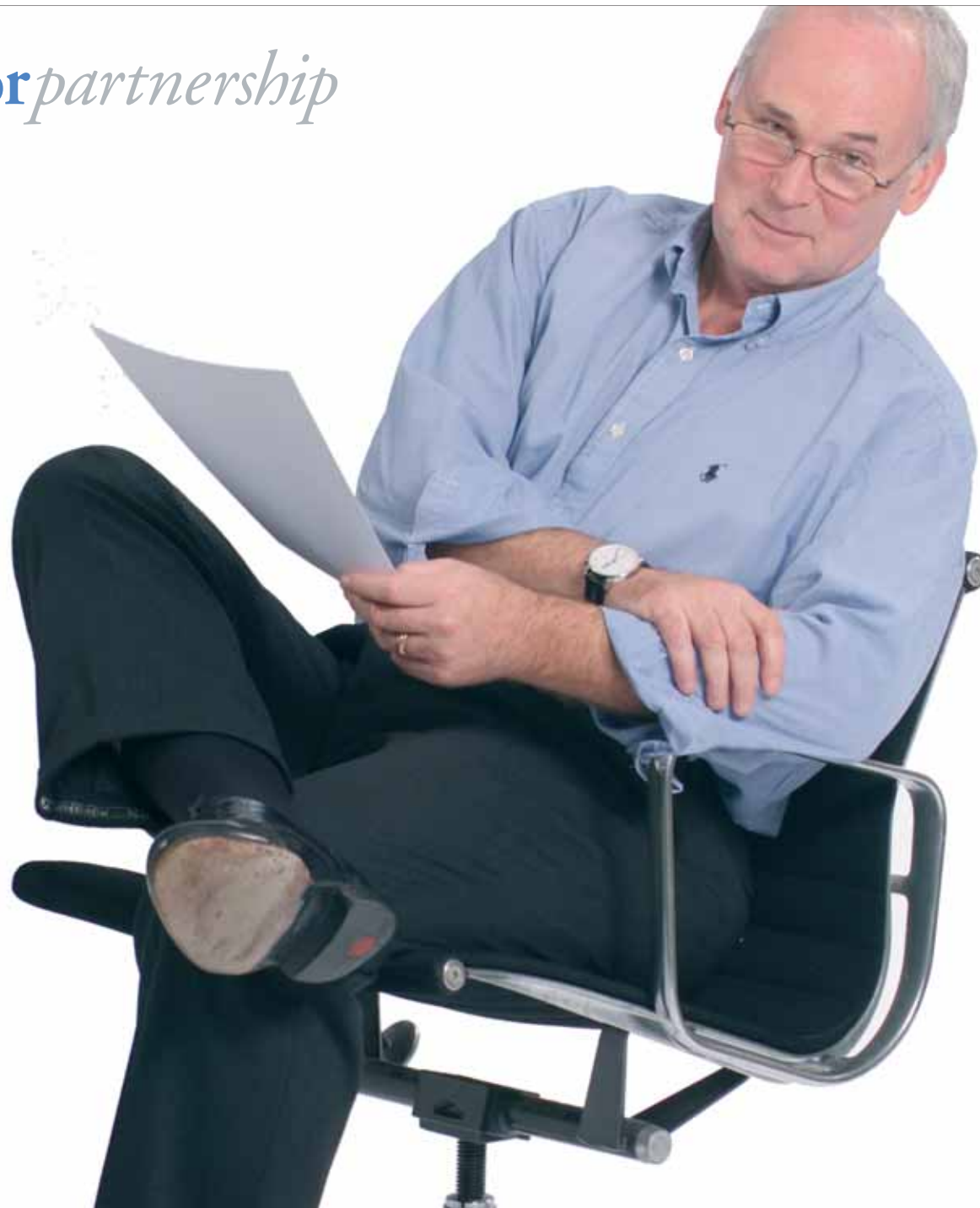


entor*partnership*



executive coaching & mentoring

## Entor executive coaching & mentoring

### professional growth

#### **It's about hitting the road running.**

Recently, you may have accepted a promotion to a senior role, and want to be fully prepared to meet the challenge. Or perhaps you've been looking to kick start your career in new directions, but something's holding you back. It could be that a senior person in your team is at a career crossroads. They're valuable, highly skilled, and you don't want to lose them. Where do you go from here?

Some of the issues you're facing will directly impact future professional growth, yet it's a question of recognising the opportunity to act. This might include developing the skills within your organisation necessary to manage complex projects and organisational change. Or building a high performance team where everyone is contributing to their maximum. The challenge remains: how do you move forward, and in which direction?

Whatever your scenario, Entor Partnership offers a range of practical, goal-oriented executive coaching & mentoring programs – with immediate application in your workplace.

### our services

Our programs are aimed at successful, motivated and committed business people who want to maximize their impact through continuous improvement:

#### **Leadership coaching**

Becoming an effective leader. Building your vision and strategy. Motivation and effective communication to the team. Dealing with difficult conversations and people. High performance teams and recruitment/ development of the next generation leaders.

#### **Performance and management coaching**

Focus and planning to reach targets and milestones. Developing management styles, effective delegation, managing by influence, motivating people and managing what's really important.

#### **Transition coaching & mentoring**

New organisation or promotion to a senior role – the first 90 days. Restructuring and rebuilding teams. Crisis management. Organisation change management.

#### **Career coaching & mentoring**

Building a realistic career map and decisions based on skills, values, aptitude and interests. 'Gap' fixing. Taking control of your career versus "career drift".

#### **Whole Life Balance and Personal Coaching**

Personal goals matter – family and personal relationships, health, finance, future plans. Finding the right balance.

*"Entor Partnership's executive coaching helps successful, motivated, and committed business people achieve their full potential."*

## Entor coaching methodology



**how we work** Implicit in the way we work is our belief that behavioural change starts with an understanding of the present, and that lasting change can only come from within.

Entor Partnership's approach is based on the standards and coaching methodology used by the International Coach Federation (ICF). We focus on one thing – producing outcomes that create positive change at a personal and professional level.

First, we identify focus areas and goals tailored to individual requirements of the executive. Our behavioural-based approach then offers a combination of time-boxed, structured and defined goals with clear measures. Programs incorporate regular debriefing and problem-solving techniques that can be applied immediately in the workplace.

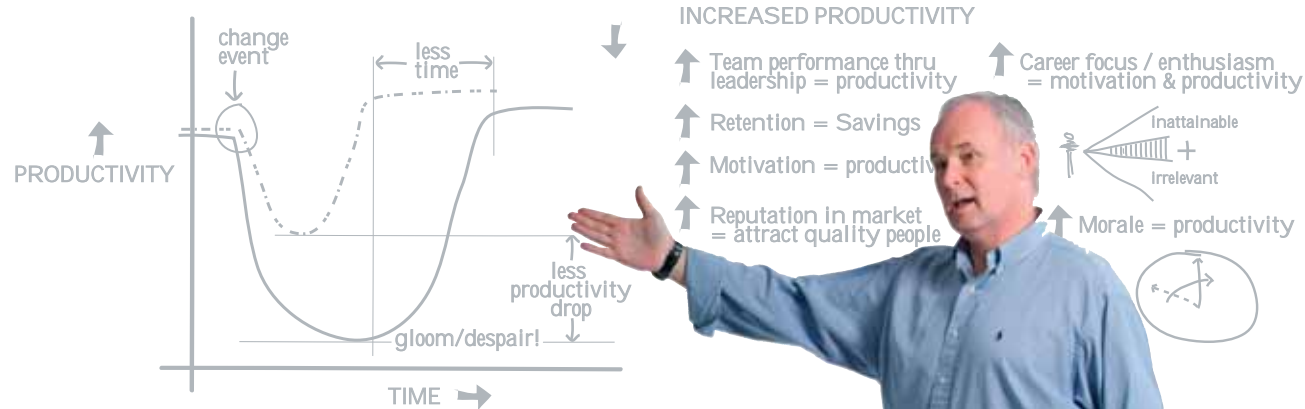
**achieving your goals** With a quality coaching relationship (trust & confidentiality), the results are powerful and will help you achieve your professional and personal goals.

Entor can help you:

- achieve agreed leadership and/or management goals.
- change the way you think and behave – by developing techniques of self-reflection and personal insight.

*"Always start with an executive coach who has the skill, experience, methodology and personality necessary to build a trusting and open relationship with the participant."*

## people, performance, productivity



**productivity** Anything that makes a material difference to the performance of executives tends to have a multiplier effect across the organisation. Research shows that participation in an executive coaching and mentoring program boosts personal productivity over the long term.

**bottom line benefits** The financial benefits of effective executive coaching and mentoring reach into every aspect of your organisation.

- True North – raise personal productivity when you point a senior manager in the right direction.
- On Task – targetted executive coaching will help your organisation achieve specific goals, eg reorganization, product launch, challenging sales targets, etc
- New Game, New Rules – getting up to speed quickly in a new role is beneficial for the organisation, the team and the individual, avoiding the pitfalls a new manager can make.
- Build capacity – unlock the real potential of a new management team through structured and individually tailored development programs.
- Leaders, not followers – create leaders that have the vision and enterprise to grow the business into the future.

*"It's about raising performance and productivity, both of which can be measured."*

## making a difference

### Ian's experience

In a career spanning more than 25 years Ian Adair has held senior IT positions in medium to large corporations. Ian's business experience was gained in organisations such as IBM, Lotus Consulting and Ferntree Computer Systems where he established a track record as a successful Branch Manager, General Manager, Director, Managing Director and President.

Ian's broad management experience is underpinned by an impressive reputation as a team player generating exceptional staff loyalty, and a successful track record in achieving financial targets. He takes a consultative and analytical approach to problem solving and is enthusiastic about how companies can use technologies to solve real business problems to gain competitive advantage.

Ian's interest in executive coaching commenced in 1993 when he took a two-year sabbatical from the IT industry, joining an international Change Management and Career Management consultancy. Having seen the positive benefits of behavioural change on organisational productivity and professional growth, Ian continued to develop his interest in executive coaching and mentoring after joining IBM in 1997.

Ian graduated from Monash University (Economics) and has postgraduate degrees from RMIT, LaTrobe University, and University of Melbourne. He is a certified Executive Coach and a member of the International Coaching Federation (ICF).



*"My expectation is that I will have a direct and material impact on the organization."*

## entor*partnership*

**the next step** Continuous professional growth and personal development are integral to being – and becoming – an effective leader in today’s business environment.

A partnership with Entor starts with an understanding of how we can work together to achieve your goals – the process, commitment, options and alternatives.

Call and we can talk...

**further  
information**

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*"Your professional growth starts with having the motivation to change, then developing the skills to carry it through."*