‘Knowledge is only the first of two important assets in business. The second is emotional capital – the feelings, beliefs, perceptions and values that people hold when they engage with any business. It’s the emotional assets in your organization that determine whether or not people will work well for you, buy from you, employ you and enter into business with you.’

Dr. Martyn Newman, EQ author and ECR™ developer Executive Director, RocheMartin

LEADERSHIP DEVELOPMENT PROGRAMMES

Businesses facing significant challenges and opportunities, such as rapid growth or decreasing market share, sometimes need to take stock to:

- Clarify the effectiveness of their culture
- Review their value proposition
- Give leaders time to assess:
  - How they are working together
  - Where they are taking the organisation

Conexus designs and facilitates bespoke leadership development programmes. This process typically involves:

- Clarifying the purpose of the programme with business leaders
- A diagnostic phase to identify core issues
- Programme design
- Pre-programme work for participants
- Programme delivery (residential option)
- Programme follow-up (including coaching sessions)
- Evaluation of programme

WHAT OUR CLIENTS SAY

COACHING

With Conexus principal coach, Patrick Boland

Google

I’ve benefitted greatly from Patrick’s wisdom and counsel as I seek to become a leader worth following in today’s ultra-competitive marketplace.

There are precious few thought leaders who truly understand the increasing necessity for emotional intelligence in corporate leadership. Patrick’s background and skillset uniquely qualifies him to both speak and coach into this area, which is a crucial learning area for many executives.

John Foong, Director, Global Strategic Partnerships Google

LEADERSHIP DEVELOPMENT PROGRAMMES

In 2014 Conexus undertook a coaching programme at the Host Ireland Business Broadband offices, working with our upper management team. The process resulted in more open communication and the identification of our emerging talent.

The coaching provided by Conexus resulted in our managers taking more initiative and personal responsibility for the day-to-day running of our business.

The result of this coaching significantly enhanced the productivity of our managers and was in my opinion an excellent investment.

Ben Kitchin, Director & COO Host Ireland Business Broadband

Further information is available at: www.conexus.ie
ABOUT US
Conexus works with organisations to develop their leaders through coaching and leadership development programmes. Our team draw on a wealth of diverse experience, including management consulting, international development, educational leadership, executive coaching and mentoring. Recent clients include Google, Concentrix & Host Ireland.

WHY COACHING?
Conexus coaching and leadership development programmes are tailor-made to the specific needs of the organisation and focus on developing resilience through behavioural change in leaders and their teams.

Our coaching and development approaches help organisations and their leaders to:
- Clarify and create the desired culture
- Refine the value proposition

This results in:
- Decreased retention costs
- Increased workplace engagement and productivity
- Increased value-add to business partners and clients
- Increased consumer loyalty

MEMBER OF THE ASSOCIATION FOR COACHING
ASSOCIATE MEMBER OF CIPD

COACHING APPROACHES
The purpose of coaching is to develop effective leaders who will drive the organisation forward. The coaching process facilitates clients to become aware of their behaviours, clarify their values and purpose and take more ownership for their role in the organisation.

Individual and team coaching can significantly increase performance and can be used for:
- Transitioning leaders into new roles
- On-boarding recent recruits
- Dealing with conflict
- Addressing underperformance

At Conexus, we engage in coaching in three ways:

EXECUTIVE COACHING
Executive Coaching creates sustained behavioural change and can include:
- Resilience Coaching
- Transition Coaching
- Performance Coaching

Traditionally the reserve of senior leaders, it is now recognised as the most powerful form of coaching that can be used for leadership development across the organisation.

LEADERSHIP COACHING
Leadership coaching is less about high-level strategy and more about understanding the dynamics of authority, power and influence within an organisation. It provides leaders with a space where they can process the stress and loneliness often associated with their role, address anxieties, refocus their energies and celebrate their successes.

BUSINESS COACHING
The focus of Business Coaching is to achieve specific business outcomes and can include the acquisition of business skills and knowledge. It is more directive than other coaching approaches and has a slightly more managerial feel.

PSYCHOMETRICS
Psychometric assessments, such as the ECR™, are just one of the diagnostic tools we use to identify areas for coaching and development:

EMOTIONAL CAPITAL REPORT (ECR)™
Global companies such as Boeing, Shell and BNY Mellon all use the ECR™ to develop leaders, select talent and improve performance. It is backed by ten years of empirical analysis and a database of 10,000 participants.