

## The Top 10 Most Common Reasons Senior Leaders Hire Executive Coaches

By Suzi Pomerantz

1. Identify, design, and implement with ease the leadership conversations that may currently be missing.
2. Increase your leadership awareness so that you can navigate the political landscape in your organization most effectively.
3. Identify and eliminate self-imposed stressors so that you can get out of your own way and make things happen.
4. Find clarity within chaos.
5. Increase your results, recognition, and rewards.
6. Create, increase, or leverage innovation, impact, legacy, and influence.
7. Strategically manage your boss or the Board.
8. Influence: Get things done through people who don't report to you.
9. Communicate for alignment across the organization.
10. Motivate and engage others through effective collaboration.

Harvard Business Review and Korn Ferry show it a bit differently, but it all aligns with the top ten list above.

From HBR:

### The Top 10 Leadership Competencies, Grouped Into Five Themes

When 195 global leaders were asked to rate 74 qualities, these rose to the top.



# What are the current coaching themes?

Businesses expect their senior leaders to activate strategy by motivating and managing their teams, peers, and partners to achieve results through others rather than through individual contributions. The coaches surveyed reflect the importance—and the challenge—of this leadership imperative; responses identified interpersonal and communication skills such as influence, listening, and empathy as key coaching topics across all levels of leadership. Self-awareness, a topic identified in research as crucial yet frequently a derailer, ranks high for all leaders and is at the top of the list for C-suite leaders.

Table 1

**Which leadership challenges are being coached most often?**

Our coaches indicated the following as the top 10 most frequent coaching topics by level of leader:

	<b>C-Suite Level</b>	<b>Business Unit Leader (SVP, VP)</b>	<b>Mid-Level Leader: Senior Manager or Function Head</b>
1	Self-awareness	Interpersonal relationships, listening skills, empathy	Interpersonal relationships, listening skills, empathy
2	Interpersonal relationships, listening skills, empathy	Influence	Influence
3	Influence	Self-awareness	Communication skills
4	Leading during times of change	Communication skills	Self-awareness
5	Communication skills	Motivation and engagement	Delegation, empowerment
6	Motivation and engagement, leading with vision and purpose	Building effective teams	Building effective teams
7	Building effective teams	Mentoring, developing internal talent, succession	Motivation and engagement
8	Strategy and strategic thinking	Delegation, empowerment	Working with uncertainty and ambiguity, decision skills
9	Working with uncertainty and ambiguity, decision skills	Leading during times of change	Mentoring, developing internal talent, succession
10	Mentoring, developing internal talent, succession	Working with uncertainty and ambiguity, decision skills	Time and energy management