



Executive Coaching for International Leaders

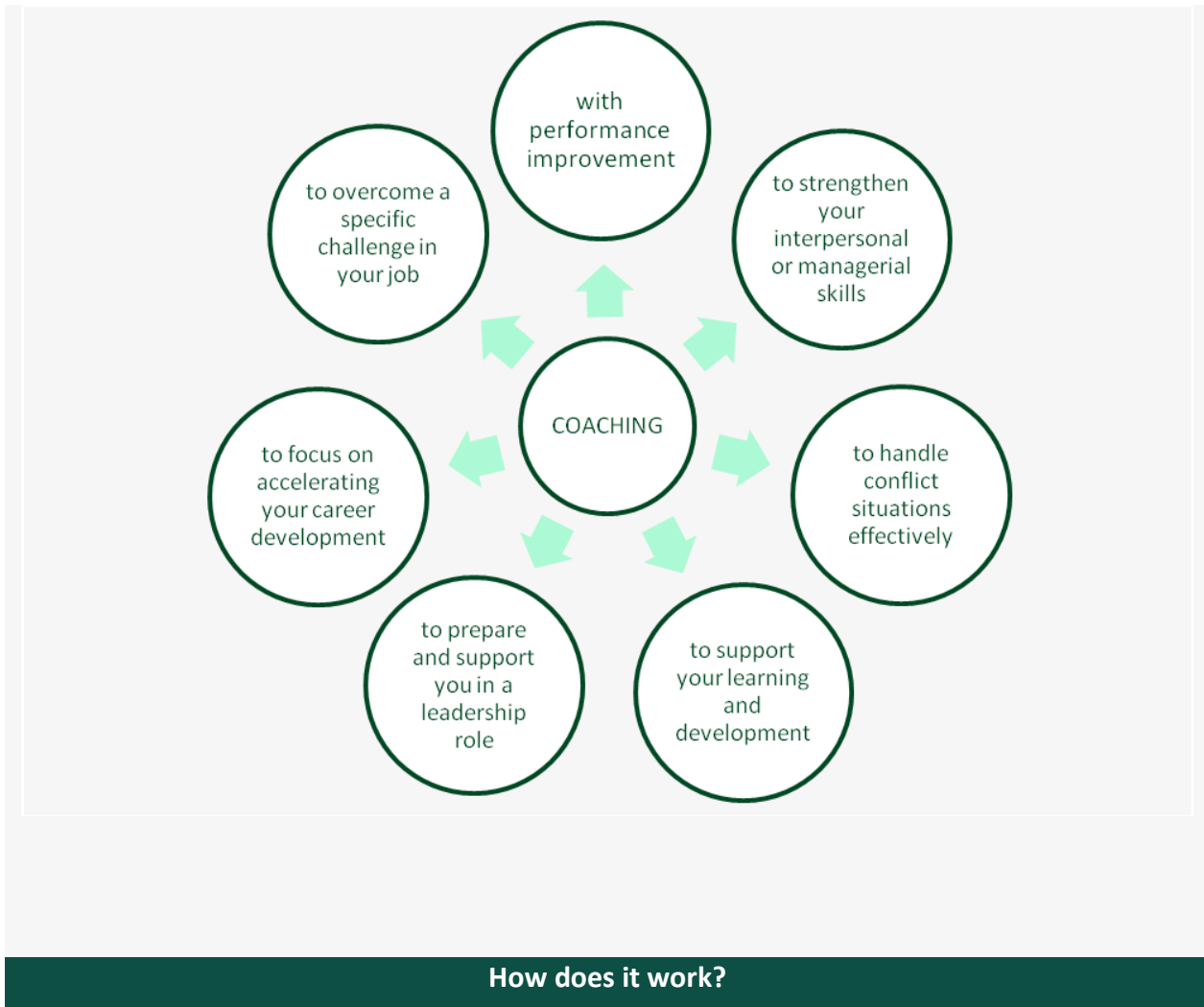
PAI is proud to offer an individualised on-line [coaching service](#) for international public and private sector policy makers and managers who would like to achieve higher performance and improvements at work.

For many years we have been working with organisations who have implemented changes which have been planned, sometimes for months or even years, ranging from organisational culture changes to personal changes for individuals. Now, we have been experiencing sudden, unexpected global changes caused by the COVID-19 pandemic and leaders face new challenges forced upon them by this crisis.

How can coaching help you?

Developing the leadership skills to effectively engage employees, achieve goals and promote your organisation's mission makes good sense for organisations in the public and private sectors, and executive coaching can be an outstanding way for leaders to do this. Public sector organisations can suffer just as much from disengaged employees, incompetent leadership and poor morale as private enterprises do, and whilst governments deal with, and emerge from, the global pandemic, good leadership is essential to ensure that services continue to be delivered to the public.

Once you identify your priority development challenges, your coach will guide you towards increasing your focus on the journey to attain your goals through collective exploration, experimenting, and implementing an action plan tailored to your own needs and the needs of your organisation. We agree a Personal Learning and Development Contract which works as a clear focus for coaching support. Please click [here](#) to read some of the success stories published on our website where our coaches have helped others.



Coaching stimulates learning and insights into personal motivation, skills, well-being, sources of support, goals, successes and limitations. It is scheduled time out in which to think, reflect and, with help from an objective sounding-board, to make informed decisions. Actions that are agreed and implemented by you as a coachee have the potential for immediate impact and can bring benefits to your effectiveness, your colleagues and work teams and to your organisation.

The length and content of the coaching programme will depend on your (and your organisation's) needs and goals. We recommend that you opt for the full coaching programme if your budget allows, but we are happy to listen to your needs and develop a tailor-made



programme for you, should you wish. This could involve individual sessions for you, or you and your team, as and when required.

When you sign up to our coaching programme, we will offer you a free taster session of half an hour online, where you can discuss your needs with your assigned coach and explore options. This session will also help you and your coach to establish whether the ‘chemistry’ between you works.

All communication between you and your coach will remain confidential.

Are there other types of coaching service?

Yes, certainly there are different coaching services which might suit you and your organisation better. For example, if you are interested in a **group or team coaching** service, we can design that for you. Moreover, if you are a senior manager or a human resources professional, we can help you to become a ‘peer coach’ and to develop a coaching culture in your organisation.



Individual on-line coaching sessions

**COST: £345.00 for the first session,
subsequent sessions £295 per session**

What?	Duration
Taster session (free of charge if you book any coaching session)	30 minutes
Individual sessions	Up to 1 hour online

Full on-line coaching programme

COST: £1,900.00

What?	Duration
Taster session	30 minutes
Introduction including agreement of a Personal Learning and Coaching Contract	90 minutes
Online-session 1	Up to 1 hour
Online-session 2	Up to 1 hour
Online-session 3	Up to 1 hour
Online-session 4	Up to 1 hour
Online-session 5	Up to 1 hour
Online-session 6	Up to 1 hour
Online-session 7 and closure	Up to 1 hour
PAI will gather feedback about your experience and what you have gained from it	15 minutes
PAI will send you a completion certificate for your coaching programme	No Charge



Typically, each online session will be organised within 4/6 weeks of completion of the previous session. Although we can offer some flexibility in the meeting frequency, regular sessions are critical to creating and sustaining the momentum. You will also need to do some exercises and preparatory work between the sessions so as to get the best out of the programme. We can also introduce you to certain leadership techniques and tools that are relevant to your goals.

Your coach will be available for online contact between agreed sessions and will follow up each session with a personalized summary note.

If you would like to opt for a coaching programme or individual session, please contact pai@public-admin.co.uk and we will be back in touch with you.

Who are the coaches?

We have a number of Associate Coaches who have a brilliant track record in coaching public service leaders and managers from an international background and in the UK. You are welcome to select a coach based on their profile and we will explore their availability for you. Alternatively, you can leave it to us to match you with one of our experienced coaches. Please see their brief profiles below:



Sheena Matthews



Dr Ranjit Manghani



Janet Waters

Ranjit's profile

After nearly 16 years as a Merchant Navy officer, Ranjit joined the UK Ministry of Defence Police and subsequently joined the Police Staff College as an Assistant Chief Constable and Police Syndicate Director. He is a qualified executive coach and mentor and has coached and mentored senior police officers, both nationally and internationally. He holds Level A and Level B (Intermediate Plus) in occupational testing from the British Psychological Society and is a Neuro-Linguistic Programming Practitioner. Ranjit has coached senior police officers, both nationally and internationally. His international clients include senior leaders from Norway, Holland, Ireland, USA and France. He has been a Master's Degree in Education, a Master's in Applied Criminology through Cambridge University and a Doctorate in Change Management. Ranjit is also a Member of the European Mentoring and Coaching Council.

Sheena's profile

Sheena is a leadership and executive coach. She has been a member of the Board of a major public-sector training business, a Director of a FTSE 100 international training subsidiary organisation and Change Manager in the UK Foreign and Commonwealth Office. As a consultant and former senior civil servant, she has contributed to major reform initiatives in the public sector (most recently in the UK, EU, Abu Dhabi, Bahrain, Cuba, Ethiopia, Bosnia-Herzegovina, Bulgaria, Georgia, Kosovo, Nigeria, Poland and Montenegro). She has spoken at a number of international conferences (including in China, South Africa and India). Sheena has been helping top teams and Boards work more effectively together to meet the standards for good governance and corporate leadership and she coaches individuals to increase their confidence, to realise their career aspirations or, if at a crossroads, make the right decisions



about their careers. She is a Fellow of the Chartered Institute of Personnel and Development (CIPD), a Member of the European Coaching and Mentoring Council, a volunteer mentor and is qualified to use a wide range of personality, ability and competency psychometric tests. As an Associate Consultant at PAI, Sheena has contributed to international programme design and delivery including Strategic Leadership, When Citizens Complain, Improving Service Delivery and the Uganda National Social Security Fund. She has recent experience coaching senior executives from international organisations both online and face-to-face in-country.

Janet's profile

Janet is an experienced executive coach, learning consultant and facilitator of leadership, change, management development and action learning. Janet has extensive experience in management, leadership and organisational development both in the UK and internationally. She has worked in the public sector at a senior executive team level and for the past ten years as a coach, consultant and trainer in the UK and international public sector, as well as the private sector. Janet has a qualification in coaching from the Henley Business School, a Master's Degree in Human Resource Development and is a Member of the CIPD. Janet has a passion for people and career/talent development and coaches managers and leaders, some of whom are participating in leadership and talent schemes run at PAI. She is able to combine her coaching and group coaching expertise with 360 degree and psychometric tests and personal feedback, where relevant, to provide clients with insight and perspective in handling their career development and performance challenges. She works with both individuals and teams to support performance, change and development priorities. She has been part of the PAI team supporting organisational change programmes and co-designing, directing and delivering the Choosing the Right People, Next Generation Human Resources, Strategic Leadership and People Skills professional development programmes. She has recent experience coaching senior executives from international organisations, both online and face-to-face in-country.