



**SAM & PARTNERS**

Assessment & Beyond

PARIS

**COACHING SOLUTIONS**



**SAM & PARTNERS** Assessment Center  
4 Place de la Défense 92974 PARIS-La Défense Cedex  
T +33(0)1 58 58 00 00 / 01 58 58 00 99 Mail : [anm@sam-partners.com](mailto:anm@sam-partners.com)  
[www.sam-partners.com](http://www.sam-partners.com)



## EXECUTIVE COACHING

### Coaching, why, what goals?

*An increasingly complex economic and social environment due to globalization, incredible speed of communication, immediate performance expectations, create a need for change, ability to cope with fluctuating stakes and change of course in addition to stress and emotional control...in such a context, individual capacity to adapt, even for a high level executive is pushed to the limit. Coaching appears as a useful resource to surpassing oneself when facing an ever increasing demand.*

*Nowadays, Coaching is a common practice for development of potential and competencies as well as professional training. Coaching is no more the privilege of leaders or the top management hierarchy. Organizations which are using coaching do it on a long term perspective and are increasing their prescriptions.*

### Our scope of activities:

#### ■ **Coaching for Leaders :**

- Manage change process in a company
- Leadership Excellence, outstanding performance
- Get out from the leader's solitude, the constraints of problems
- Develop a strategic vision and change the usual scope
- Change reference framework and think "out from the box"
- Manage emotional behavior to better drive performance
- Manage one's own transition, prepare for the next job position
- Improve cooperation between Corporate and Subsidiary
- Develop network and influence through conversations and mentoring

#### ■ **Coaching for Manager or future Manager (F/M) :**

- Refine Leadership mode. Leadership style and Team management
- Increase managing skills
- Create Value, Engagement and deliver outcomes
- Facilitate Team success and invest on individual talents
- Re-build « fighting spirit » after restructuration
- Improve time and priority management
- Deal with monkey management and employees' autonomy
- Decision making in unpredictable context and stress
- Project management

#### ■ **Transition Coaching (F/M) :**

- Manage the first 100 days in a new job position
- Prepare for next job opportunity (in/out)
- Identify management styles
- Set goals and objectives
- Build Team spirit and Engagement
- Develop network and relations (inside & outside)
- Increase Leadership
- Manage uncertainty and emotional behavior

#### ■ **Carreer transition/outplacement coaching**

- Competencies diagnosis and development opportunities
- Increase self-confidence and assertivity
- Identify and develop influence network
- Manage emotions during change process
- Move forward for performance
- Address speech to large audience
- Drive change management



### **SAM & PARTNERS PROCESS**

Each Coaching is built according to specific priorities of the Leader and his/her company.  
Face to face work sessions last 2hrs on average while phone or Skype sessions last half an hour to one hour.  
Sessions may be conducted in France or Europe according to client's needs

### **What is specific to SAM & PARTNERS:**

Mobility and flexibility  
Professional French and International network  
Specific knowledge of Healthcare industry stakes based on previous professional experience (operational or strategic job positions in pharmaceutical industry)  
Open professional practice, constantly improved with supervision through ICF (International coaching federation)

### **Coaching and R.O.I.**

- Performance increase
- Improvement of Management Practice
- Better work environment and Employee Engagement
- Increased trust of investors

Indispensable pre requisite: setting up qualitative or quantitative, measurable objectives  
Previous to coaching sessions, a diagnosis may be useful to set up a measurable development plan.

### **Some examples of tools used to measure Coaching objectives and related performance:**

#### **On-boarding and integration:**

OPQ32, Motivation Questionnaire, UCF Competency Report, PXT

#### **Development:**

MBTI, PXT, OPQ32, MQ, UCF Competency Report, CP360°, IE 360°, Sales Report, Emotional & Social competency report, UCF Development Action Planner

#### **Management:**

Team Types & Leadership Report, PXT Team Report, Sales Report, EI Report, Team Impact

#### **Leadership:**

**LPI** (Leadership Potential Indicator), OPQ32, Team Types & Leadership Report, Emotional & Social Competency Report, Motivation Questionnaire

#### **Succession Planning:**

LPI Leadership Potential Indicator, OPQ32, Team types & Leadership report, Emotional & Social Competency report, Motivation Questionnaire, EI Report, UCF Universal competency report, EI 360°



The Bridge to Leadership Development