

# **Executive Aspirations & Challenges Survey**

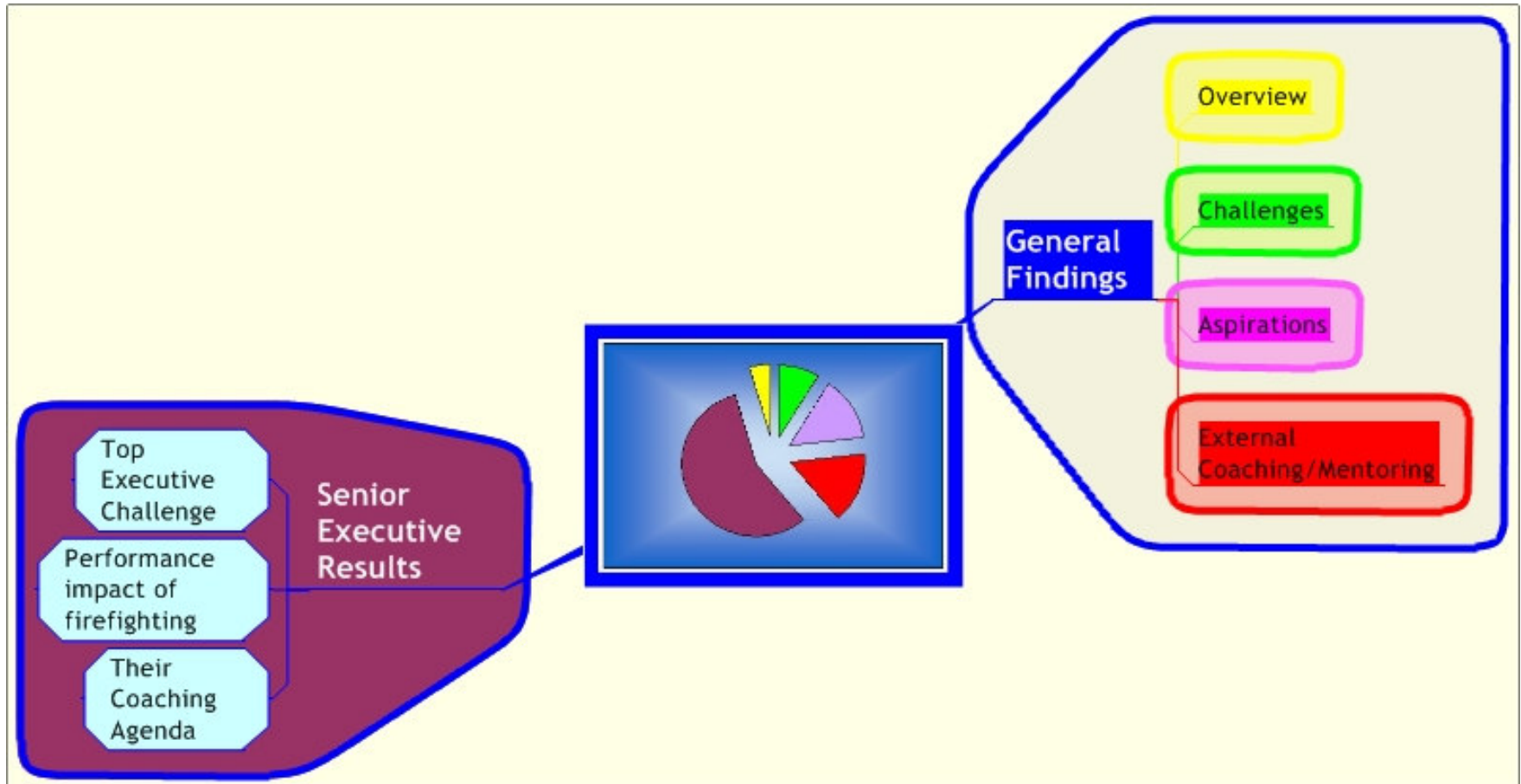
## High Level Preliminary Findings

June 2005

**A confidential sounding board for Executive Talent**

*Designed to reveal the attitudes, behaviours and other factors which inhibit and enhance performance gains*

# This high level document reveals some unique information and peeks into the Senior Executive mind set



# Our survey participants are revealing some important insights about performance issues

Preliminary Results  
June 05

## Headline Numbers

73% say Personal Development is "very important"

**Only** 24% are very satisfied with their achievements to date

52% could do more to achieve their career/professional aspirations

## Top Three Challenges

Work-life balance

Finances

Time Management

## Top Aspirations

"To balance work with quality of life"

"To improve my financial rewards/package"

## Key Development Areas

Strategic focus and direction

Time management

Impact & Influence skills

Work-life balance

## Main blocks to aspirations

Fire Fighting

Time management

Priorities

Confidence

# External talent is valued, provides a sounding board and helps address performance

Preliminary  
Results  
June 05

93%  
value external help  
to address challenges

67% say  
external coaches provide  
Objectivity  
*An independent sounding board*  
Methods to address performance objectives

# Senior Executives reveal a difference in emphasis re: challenges, issues and coaching

Preliminary  
Results  
June 13

## Top Executive Challenge:

- Work Life balance (55%) is the main factor affecting senior executives
- It is *the* main skill/capability required in order to improve performance (41%)
- It is more important than time management & strategic focus in achieving goals

## Fire-fighting:

- Considered the most frequent challenge
- Blocks achievement of professional aspirations (43%)

## The Coaching Agenda:

- 80% would consider/already use a coach
- 55% have not used a coach before
- 64% buy coaches through recommendation

# What does this mean for your interests, aspirations and challenges?

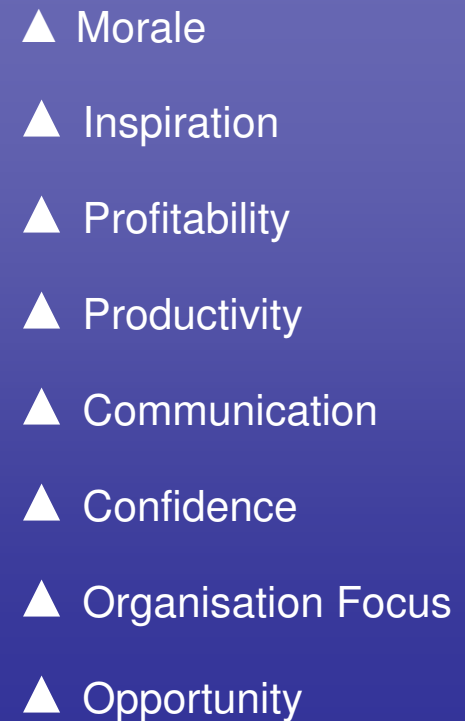
Would you be interested to know...

... what is stopping your talent from **performing** at their best?

... how you could **enhance** your **ROI** from your human resource - your most valuable asset?

... what might it mean, for you and your business, if 52% of executives reveal that they are capable of '**doing more**'?

... what it would be like if you had more to **raise** your game?

- 
- ▲ Morale
  - ▲ Inspiration
  - ▲ Profitability
  - ▲ Productivity
  - ▲ Communication
  - ▲ Confidence
  - ▲ Organisation Focus
  - ▲ Opportunity

# Where can you envision making a difference?

Considering or visualising the **opportunity** to use our **tailored people performance solution set**

- designed to satisfy your needs and requirements
- that identifies the difference that will make the difference
- respectful of the idea that your agenda is our agenda...
- will be appropriate, if not, we will tell you

Blending **unique** expertise and talent that is not available from other more traditional coaching and development sources

- to inspire and then move people to become higher performing Leaders
- to add value to existing human capital investment
- to engage creative and 'out of the box' thinking for practical benefit

Accessing our corporate, consulting and development **experience** to make the difference

- our breadth and depth of experience is available to help you to accelerate your success

# Where can this benefit you and your business?

May we suggest that you contact us?

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**Additional Information if you are more  
curious about us**

# We aspire to elevate your continuing success with our unique set of coaching attributes

## *Our Mission/Vision*

### To inspire

- Leaders to develop as leaders
- Success, performance, confidence and results
- Service excellence
- People to deliver bottom to top line performance
- Your human capital investment to add value

## *Our Capabilities & Skills*

### Contemporary delivery and real experience

- Over 4 decades of global business experience.
- Able to maximise value and retention of key talent
- Fluent across various sectors & roles
- Delivering Transformation & Change via people
- Skilled communication, facilitation and coaching

## *Our Identity*

### We are the Executive Elevator company that

- is established by experienced corporate professionals
- delivers the difference that makes the difference
- is a force to be reckoned with
- combines a unique blend of expertise
- offers tailored performance development

## *Our Approach*

### We explore, reflect, design, deliver and check

- You talk we listen and explore your requirements
- Reflect the results back in context
- Design your performance enhancement programme
- Deliver your tailored performance programme
- Check tangible and intangible results

## *Our Beliefs & Values*

### Our beliefs and values underpin our performance

- Integrity, Honesty, Trust, Respect and Transparency are our cornerstones
- We only engage in win-win discussion otherwise no deal
- We are results driven to deliver against our promises