



Executive Coaching
and Leader Development Ireland

- Executive and Leadership Coaching
- Leadership Development Training
- Team Performance and Consultancy
- Psychometric Testing and Profiles

Working with you
from the West of Ireland

www.cross-house.ie



the home of CH Executive Coaching
and Leader Development Ireland

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*Coaching is personal - so why not choose a
unique business like mine that will, treat you
as an individual and work with you.*



The CH Executive Coaching and Leader Development Ireland Difference

There are many reasons people choose to engage in coaching and there are many coaches and coaching companies to select from.

At CH Executive Coaching the key point of difference is the individual and personalised attention I am able to give each and every person I work with.

I limit the number of clients I work with at any one time to ensure I can give 100% attention and commitment to each person. I concentrate on creating a safe and relaxed environment for every meeting.

My coaching and leader development facilitation is informed by my extensive industry and leadership experience and supported by my ongoing professional development and commitment to learning.

Through the efficient use of technology, working with me at CH Executive Coaching and Leader Development Ireland means you get the benefit of individualised, personal attention and service but don't lose the convenience of on-line booking, payments and web resources.

Working with you

The CH Executive Coaching and Leader Development Ireland Services

Every person I work with is unique and different even though frequently they are dealing with similar challenges my approach is always personalised.

Executive Coaching

The coaching I provide normally consists of one hour meetings and are provided as part of a four to six month package. This time frame is a realistic one in which you can identify what you want to achieve, plan and review your progress.

Focused meetings

Sometimes people are looking for an immediate and focused space with a trusted person to discuss a plan / issue or strategy they want to implement. These focused meetings are usually 90 minutes to two hours long and can be only one meeting or a number over a short period of time.

Leadership Development

For leaders new in post, I can provide a package of leadership development which focuses on growing the individuals self-awareness, established leadership skills combined with coaching. These again last from six to 12 months and are planned and structured to meet the specific needs of the each client.

Team Development and Team Coaching

I can work with teams to support trust and improved performance within the group. Depending on what is required this service is provided over a half day or full day to longer term planned activity.

Behaviour Profiles and 360 Degree Assessments

As an accredited DISC practitioner, I offer and provide a range of psychometric assessment profiles which I use with clients to support their increased self-awareness and feedback.



The CH Executive Coaching and Leader Development Ireland Value-Add

With over 35 years' experience in the workplace and 20+ of those in Director and Executive roles, I bring a real-world appreciation and understanding of working in complex organisations and teams. This working knowledge is complemented by my ongoing learning and development in contemporary leadership and coaching.

I am a member and accredited practitioner coach with the European Mentoring and Coaching Council which is a Global Membership Organisation ensuring the best standards in professional coaching and mentoring.

My work with all clients is informed and delivered in line with the Coaching Global Code of Ethics.

I always seek formal feedback from every client at the end of a programme of coaching and these evaluations and my own supervisor coaching inform my coaching practice development.



Working with you

My coaching and leadership development business is grounded in my enthusiasm and energy to provide a valuable service to those doing the difficult work of leading and looking to improve.

I believe that good leaders are neither born nor made, but are individuals working to be the best versions of themselves. This doesn't mean we can't all be better communicators, have increased self-awareness and adopt behaviours that can make us more productive and successful in our leadership roles.

As a coach I can work with you on a range of goals and areas of development including:

- Establish and take action towards achieving goals
- Gain more job and life satisfaction
- Contribute more effectively to the team and the organisation
- Take greater responsibility and accountability for actions and commitments
- Work more easily and productively with others
- Communicate more effectively
- Career Development and Promotion
- Enhanced strategic planning
- Leadership development
- Increased confidence
- Better time-management



The point is not to become a leader.

The point is to become yourself, and to use yourself completely - all your gifts and skills and energies.

- Warren Bennis

I know the difference good coaching can make to individuals doing the difficult work of leading and managing while also wanting to be the best version of themselves.

I have chosen to be an Executive Coach because I want to make a difference to the lives of busy senior managers, business owners, directors and CEOs.

I am accredited to provide the range of behaviour and preferred style assessment profiles provided in the DISC suite of products. A comprehensive range of assessments are available including 360 reviews and profiles for managers, sales people and teams for example.

With over 40 years providing behaviour testing and over a million people taking one of the tests each year, DISC psychometric testing provides a useful resource to understand individual and team behaviours and work style preferences.

My commitment to all my current and future clients is that I will give them my full attention and active listening to provide a safe, confidential space and time to allow them to achieve their full potential as leaders.

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My approach to coaching focuses on enabling individuals to gain increased and enhanced self-awareness as the basis of their personal and leadership growth, development and goal achievement.

Pádraig Ó Lúanaigh

Dr. Pádraig Ó Lúanaigh

EdD, MSc(Psych), Dip (Leadership)
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CONNECT

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