



EXECUTIVE PAIRS

www.executivepairs.com

Executive Pairs Manifesto

There is an unmet need in organisations' provision of support to executives.

That need is for pairs coaching.

Pairs coaching is the coaching of two leaders at the same time on their working relationship.

We are on a mission to make pairs coaching as normal in the leadership development market as individual or team coaching has become.

Team coaching and individual coaching are blunt tools for developing the relationship between a pair of leaders. Pairs coaching is the right tool but not widely offered. We want to change that.

Although it can help where there are breakdowns or clashes, pairs coaching is not primarily remedial. Pairs coaching is about accelerating a key pair's relationship for organisational success. Executives need and deserve support to accelerate key relationships because they have urgent work to do. We cannot always afford to wait while relationships 'iron themselves out' or 'develop naturally over time'.

Executive pairs are two leaders who need to get something done together. In many organisational teams there are pairs of people who are critical to success. For example CEO and CFO, Operations Director and Commercial Director, Chair and CEO or, in the sporting world, the CEO and Performance Director. We call these pairs 'key pairs'. These pairs become 'key' for different reasons at different times depending on the organisational context and lifecycle.

Team coaching often reveals very obvious 'key pairs' whose relationship is critical to the healthy functioning of the whole team. However team coaching cannot fully support a pair of leaders because the team environment is too public a place to work on their relationship. Individual coaching often reveals development opportunities in 1:1 relationships but this mode also has limitations because individuals then must try new behaviour without support. Pairs coaching directly supports a pair's working relationship in the room.

Pairs coaching, for some leaders, may have a level of vulnerability or stigma associated with it. This may be because existing paradigms such as mediation and marriage guidance are associated with dysfunction and high emotion. It's only natural to be somewhat fearful of potentially tricky conversations with significant others and for this reason skilled coaches trained in pairs coaching are essential.

Board members, Executive Team members and in particular HR Directors need to be aware of the value of pairs coaching and routinely offer that support to their leaders. The creation of this website is part of our mission to normalise pairs coaching and to make it accessible. Here you can find further information about pairs coaching as well as access trained pairs coaches. We urge you to give pairs coaching a try and suggest that you pilot the approach in your organisation.

For more information,
www.executivepairs.com
