

## Executive Coaching Defined

As leaders look to improve their organizations, they pay special attention to developing those who will follow them, turning problem children into rising stars. Executive coaching is a personal service designed to help those transitions. There is a distinct activity that can be called 'executive coaching'. It's not always clear what that is. Consultants, trainers, mentors and counselors have all adopted the term 'coach' to describe their work.

It is important to create a clear definition of executive coaching, in order to avoid confusion with unrelated activities. Authors Brenda Corbett and Judith Colemon, "The Sherpa Guide: Process-Driven Executive Coaching", define executive coaching as:

"regular meetings between a business leader and a trained facilitator, designed to produce positive changes in business behavior in a limited time frame."

This definition explains:

- Who coaches are - (trained facilitators, not consultants, counselors, trainers or mentors)
- What coaches do - (produce positive changes in business behavior)
- When things happen - (on a set schedule with a limited time frame)

This definition is becoming widely recognized. It was originally published in "The Sherpa Guide: Process-Driven Executive Coaching" (Thomson 2005). In 2007, the European Foundation for Management Development adopted this definition in communication with its members in seventy countries.