

## Executive Coaching: The Causal Factors

As we are well aware sustainable behaviour change is only made possible to the degree to which the drivers of behaviour are identified and explored. A key part of the executive coaching process is uncovering the causal factors to actions and the essential strategies that can be used to uncover them.

Executive coaching is an art. A skill and a technique that if mastered can literally change the world. The one crucial component that makes executive coaching outstanding is its ability to create cognitive transformation. For a process of deep discovery to be initiated, the hard wiring and core beliefs elements of individuals need to be examined. This is not an easy process for both coach and client respectively. Much of our childhood experiences have moulded our thinking and emotions and are deeply embedded with us.

The challenging aspect to the executive coaching process is the fact that if the causal factors are to be identified it will be necessary to delve into the depths that most would fear to tread. So how best could this be approached and what strategies can be used?

The first point in this discussion is an interesting one. It focuses on the degree to which the executive coaching professional is aligned to facilitate the process. How comfortable is s/he to guide the process particularly with a willing but closed hearted client?

Questioning is key in the skill set. When the executive coaching process is more about asking the right questions than it is about anything else progress is most likely assured. Preconceptions about how the process unfolds need to be shelved at all time. Often the executive coaching professional becomes caught up in the attainment of results and the process becomes tainted.

Another point for discussion is the choice of methodology. Do you put your attention on the key experiences in the past that have shaped current beliefs and emotions or do you rather focus on Logotherapy (meaning therapy) for faster progression? This has been a long standing debate. Personally I am in favour of the latter. My executive coaching experience in trying both practices have led to undoubtedly discover how when the lack of meaning in current reality is highlighted change is far more likely to happen in a sustainable and fulfilling way.

Another aspect of the executive coaching process in the area of sustainable change through the casual factor approach is anchoring the change in the body. In time of stress and pressure we often tend to revert of old patterns of behaviour and use or cognition as our primary guide. When a change is anchored in the body is does not rely on the subjective mind for its fuelling. The body is the objective experience of our thoughts and when we use the body as the default point for direction we are sure to cement powerful change.