



Comparisons of Individual Coaching, Executive Coaching and Individual Coaching in Groups

	Individual Coaching	Executive Coaching	Individual Coaching in Groups
Direction	The focus is on personal leadership skills, how to release your potential, working with dilemmas and reflecting on how to solve different leadership tasks.	Operational development, analyses, assessment of various possible courses of action, and broadening of perspectives, together with a constructive review of your personal leadership style.	Honing your own leadership skills, training in coaching leadership, review of different management tools, exchange of experiences between members of the group.
Method	Starts with an introductory talk of some length, which is free of charge. Next a meeting with a possible MiL coach. After this an agreement specifying the frequency of sessions at a set price.	A tailor-made programme. Starts with a matching process in three separate steps to identify the most appropriate learning coach. Sessions are usually held closer together at the outset, then scheduled according to requirement.	A coaching group consists of six participants and a MiL learning coach. The group meets for eight days spread over 8-12 months. In addition there are three one-on-one sessions with the coach per participant.
Work format	Everything from structured work on the same dilemma each time – can include a written learning contract – to working with whatever feels most relevant at the time.	Quick check-in, high tempo with your firm's operational challenges at the forefront. The starting point is your chosen topic, is developed from meeting to meeting, and may be re-negotiated.	Each participant formulates a written learning contract in two parts: the first concerns the leadership task; the other is the personal learning goals the individual wants to develop in their leadership role.
Meetings format	One-on-one private meetings lasting one and a half to two hours each, at varying intervals – usually closer together to start with. A series normally covers 8-14 sessions	Meeting formats vary: everything from short, rapid telephone check-ups to full days where no disturbances are allowed. Sessions are frequently scheduled before Executive and Board meetings. Normally an outline agreement for the desired number of sessions is drawn up a year at a time.	Each meeting has a set structure with repeated themes such as an initial check-in, a review of the learning contract and specific requests based on actual circumstances at work. Added to this are mini-lectures, practical leadership training and exchange of experiences between participants.
Role of the coach	Coach, mentor and learning coach in the same person – a sounding-board with highly-developed skills and a keen sense of the manager's everyday reality.	An almost invisible yet highly qualified learning coach. Someone with great personal integrity who dares to confront you and play devil's advocate but who is also supportive.	Holds the context which offers various educational work styles and who constantly contributes theories, models and tools for leadership situations.
Coach's availability	Medium high. Usually meetings at the pre-arranged times, but with the possibility to schedule a spontaneous session when something unexpected occurs.	High. Possibility of an immediate check over a situation that has arisen.	Low. Participants meet at the pre-arranged times and for the three one-on-one discussions. Times are seldom changed.