

THE TALL WALL

# Executive coaching solutions



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# Executive coaching expertise in professional and financial services

Professional and financial services firms stand out as uniquely rigorous and demanding environments. Succeeding in these elite organisations requires individuals to be exceptionally capable, possessing a blend of technical expertise, diligence, and adaptability, but also highly nuanced interpersonal, impact, and influencing skills. These 'high challenge, high reward' cultures rely heavily on their number one asset – their people.

At The Tall Wall, over 95% of our clients are in professional and financial services, so we innately understand the nuances, benefits and challenges of these high-performing environments. We know what works – and what doesn't – in your world. This comes from decades of experience by expert coaches who have been at the sharp end of professional and financial services themselves, bringing to coaching not only their skills to help develop the individual, but also a systemic lens to capture thematic intelligence about your organisational culture.

Through our work, we see the profound impact executive coaching has on the individual as well as the broader organisation in which they sit.

# Executive coaching solutions

Our experience shows that in the Professional Services and Financial Services industries, there are particular circumstances where executive coaching adds the most value to both the individual and the organisation. Much of our work focuses on:

## Role transitions

### NEW PARTNER DEVELOPMENT

Coaching individuals and groups in the run up to Partnership.

### LATERAL HIRES, SUPPORTING THEM TO LAND WELL

Coaching new hires pre-joining and through the first 6–12 months in role, working closely with their hiring manager.

### STEPPING INTO ONE'S AUTHORITY IN A NEW LEADERSHIP ROLE

Working with leaders in new roles to help them understand their leadership style(s), and support them to craft and fulfil their vision and strategy for the role.

### NAVIGATING FIRST BOARD LEVEL ROLES

Navigating Board politics as well as stakeholder expectations, supporting the individual to wear multiple hats alongside their Board level role.

## Professional edge

### ELEVATING PERFORMANCE AS A LEADER

Helping established leaders to hone a range of non-technical skills to sustain their performance over the long term.

### EMBEDDING FORMAL LEADERSHIP DEVELOPMENT

Translating formal classroom learning to the individual's real day-to-day world through 1:1 or group coaching.

### FOCUSED THINKING TIME FOR LEADERS

Encouraging leaders to press the metaphorical pause button and make focused time to unpick immediate challenges, with a thinking partner.

### INCLUSIVE LEADERSHIP COACHING

Supporting leaders with behavioural change on the specific topic of inclusivity.

## Teams

### ENHANCING SENIOR TEAM EFFECTIVENESS

Working with leaders and their teams to diagnose the current 'state' of the team, and facilitate quality conversations that enhance collective effectiveness.

# Our approach

Each of our executive coaching programmes are designed to meet the needs of both the individual and the business. We bring considerable experience and judgement to this process.

No two programmes are ever the same in terms of content and interventions, but a 1:1 coaching programme with The Tall Wall will typically include:

- Time with the business to understand the coaching need and 'what good looks like' from the firm's perspective
- A no-obligation chemistry meeting with two coaches to ensure the coach and coachee are well-matched to achieve the goal(s)
- Rigorous setting of goals and success measures
- At least one tripartite meeting to involve the sponsor, gain feedback and ensure the voice of the business in the room
- Evaluation both formally and informally over the programme to assess progress and ensure everyone's needs are being met.

We are experts in coaching and the management of coaching within organisations. We have the capability and experience to support you wherever you are in your organisation's coaching evolution. We can work with you in many ways:

- Providing coaches to enhance the capability and capacity of an existing coaching panel
- Managing the coaching provision for our client, establishing seamless processes and high-quality interactions for all stakeholders
- Acting as a sounding board as you develop internal coaching capability, bringing our experience in this area to you
- Working alongside you in a consultancy capacity to support the establishment of your coaching provision.



# How we work

We work with our clients to understand, design, embed and track the initiatives that move the needle on performance and diversity in an organisation-specific way. We follow four core principles:

## We bring expertise and curiosity

You are the experts on your organisation, and we are the experts in our field. We do not offer cookie-cutter approaches but instead seek to understand your environment and challenges before proposing and co-creating a solution. While we bring a deep understanding of professional and financial services firms, we remain curious about the unique nuances of each client.

## We work in partnership with you

For us, relationships are key. Our clients consistently tell us that they value the personal connection we build with them. We believe that creating solutions in partnership with you leads to the best outcomes for your organisation. We seek to foster a robust, supportive, and lasting relationship built on trust and openness.

## We design and implement innovative solutions

We will design with you specific interventions or solutions that will address what your organisation needs.

We commit to quality and rigour in all that we do and bring industry best practice, alongside our knowledge of what works and what does not. You will experience our determination to provide the best solution for you and our commitment to continually challenge ourselves to improve each time.

## We are data-driven and rigorous when it comes to evaluation

We are passionate about making a difference – and demonstrating this. Integral to our approach is agreeing a framework with you so we can provide both evaluation data, and observations and themes, so the wider system can benefit from the insights we bring.

# What sets us apart?

Our clients are at the top of their profession. We match this with best in class from ours.

You will experience our people as immediately relatable, largely because they themselves have worked at the 'professional sharp-end', whilst bringing broader industry experience that also makes them curious. Our coaches have backgrounds that include former lawyers, consultants, 'Big Four' Partners, investment bankers and leadership development experts.

## Our coaches are:

- **Commercial** – they have a strong commercial underpinning, having been at the coalface themselves
- **Experienced** – they have deep experience in supporting senior professionals in high-performing environments
- **Systemic thinkers** – they are adept at noticing themes and insights to support organisational learning
- **Diverse** – of thought, background, experience and style
- **Professional** – it goes without saying that all our coaches are trained and accredited with a professional coaching body and work within professional coaching standards, ethics and continuous learning requirements.

## Our global reach

We have over 50 coaches based around the world. We are able to work with clients in any time zone and have multiple language capabilities. We also love a challenge, so if we need to source a coach with a particular language or specialism, we have the networks and appetite to do this.

## Our passion for evaluation and quality assurance

- Evaluation is integral; we see it as our responsibility to assess the intervention's impact
- We agree on evaluation frameworks prior to launch, guiding coach briefings and interactions
- We are committed to providing you with qualitative and quantitative management information to track the return on your investment
- As coaches and advisors, we occupy a unique position in your firm. Our team is highly adept at capturing thematic intelligence as a result of working with your talent. This has the potential to illuminate your culture and inform future decision-making and policy.

## Our partnership with you

- Our clients see us as partners aligned with their strategic goals
- We have significant experience in collaborating with HR/L&D/EDI teams to design, structure, and implement executive coaching solutions nationally and globally
- We provide each client with a dedicated Client Relationship Director who is hands-on and project manages all of our work with you
- Our coaches are well-briefed and grounded in understanding your particular organisational context
- We communicate regularly to discuss feedback, and ensure alignment of what we do with your organisational needs.



99%

OF EXECUTIVE COACHING CLIENTS WOULD  
RECOMMEND US TO A COLLEAGUE

99%

OF EXECUTIVES RATED OUR COACHING AS  
VERY/EXTREMELY EFFECTIVE

92%

OF CLIENTS WHO WORKED WITH US SAID  
THEY WERE HIGHLY SUCCESSFUL IN  
ACHIEVING THEIR GOALS

“The success of our relationship has been your ability to build trust and focus on the key areas from the outset. Through our coaching you have equipped me with the confidence to lead, and enabled me to be a success in my new role.”

PARTNER, ‘BIG FOUR’

“The Tall Wall has a unique ability to understand our commercial needs, and be able to offer support, coaching and training in a way that works well for our firm. They are key players in the market.”

MEGA CAP PRIVATE EQUITY FIRM

# About The Tall Wall

At our core, we are a coaching firm. We design and deliver coaching or coaching-led solutions for organisations, ranging from standalone assignments to end-to-end programmes, which broadly fall into three areas:

## Executive coaching solutions

Our experience shows that in the Professional Services and Financial Services industries, there are particular circumstances where executive coaching adds the most value to both the individual and the organisation. Much of our work focuses on:

- Role Transitions (e.g. lateral hires and new leadership positions)
- Enhancing/maintaining performance edge (e.g. honing leadership skills and embedding formal leadership development)
- Teams (typically enhancing senior team effectiveness).

## Parental coaching solutions

Our tailored approach to parental transition coaching draws on executive coaching solutions, guiding new parents to design sustainable careers alongside parenthood.

As well as 1:1 and group coaching to support those who are taking maternity, paternity and shared parental leave, our interventions include:

- Line manager coaching
- Parental network support
- Parental drop-in clinics
- Specialist Partner/Partner candidate coaching
- Fertility, pregnancy loss and menopause coaching
- White-label resources and self-serve documentation.

## Supporting diverse talent

### EQUITY CONSULTING

We are highly experienced in gathering meaningful qualitative, thematic data to better understand the lived experience of diverse populations within your organisation.

Through interviews and focus groups, we will take an inside-out approach to surface the unwritten 'code' by which diverse talent progress – or encounter barriers.

Our findings are translated into practical, organisation-specific recommendations.

### DIVERSE TALENT PROGRAMMES

Our diverse talent programmes seek to embed long-term change within our clients' organisations. These programmes are highly bespoke, often designed in collaboration with your diverse talent populations, and include a strong emphasis on sponsorship. We have found sponsorship to be an effective way of influencing the wider culture of the firms we work with.

## CONTACT

If you would like to find out how we can enable your talented people to thrive, please get in touch.

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