



Frequently Asked Questions

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Frequently Asked Questions

Why Choose Rex from Clear Coaching?

There are a lot of coaches out there so why work with me?

Good question!

It is important that there is a good fit and connection between the coach and the client, and/or client organisation.

A connection means that you have found the right coach for your needs. As a Leadership Coach, I coach private individuals, people within organisations and entire teams. My core clients are emerging leaders, established leaders and high-performing employees.

My leadership background, experience and coaching style should match with what you are looking for in a coach. As a passionate and successful people leader with many years of experience in the not-for-profit, government and private sectors, there is a high chance that I can add **extra value** to our relationship.



What is your coaching style Rex?

My core goal for your coaching journey is to build a strong and trusting relationship with you. I do this by deeply listening to your needs, exploring where you want to go and how to overcome any obstacles that might get in the way. You grow and develop as I ask timely and powerful questions that get you to think differently and provide new perspectives.

My values and my coaching go hand-in-hand. My coaching style is positive, strengths based and future focused.

One of my core strengths is the ability to find what your real challenge is. As your trusted partner, we go deep into emotions and inner thoughts to find the answer - then set actions to succeed.

Where does your core leadership experience stem from?

I have been in operational leadership for over 20 years, in a variety of sectors. This experience has given me a deep understanding of the challenges and complex situations that leaders face. I have a strong affiliation and experience in the following sectors:

Not-for-profit: I have a high level of experience and understanding of the challenges and opportunities leaders in the not-for-profit sector face. Although one of the most fulfilling leadership roles - it has its own unique challenges such as; not enough money, managing (very) passionate employees, working with volunteers and reporting to a Board. Your key role often sees you building relationships with the private sector to engage them as supporters, donors and sponsors for your cause, whilst appealing to their philanthropic values. Every leader within the not-for-profit organisation must be multi-skilled with strong leadership behaviours and excellent relationship management skills.

Service Industry: With several years of high-level leadership within the services industry, including **private** and **government** contact centres, I quickly learnt that making the link between the organisation's goals and what your employees do every day is critical for you and for your team's success. The challenge of supporting, developing and leading a (sometimes large) team of leaders and employees can sometimes leave you overwhelmed. As a middle manager, you need to balance all stakeholders if you want to be successful... oh, and deliver high quality customer service, sometimes directly to the customer yourself.

SME Business Owner: Having successfully owned and operated a couple of my own businesses, I understand the pressures and challenges you are presented with. Working hard every day of the week, you want your employees to feel as passionate about your business as you do - does this sound familiar? This is one of the biggest challenges SME business owners face today.

Starting your own business brings excitement and purpose. Knowing how to bring your business idea and enthusiasm from start to launch and success is super exciting and scary - all at the same time. But where do you start? Having been in this place more than once I can help you to launch your first business.

Do you have a coaching qualification and/or other relevant business qualifications and experience?

Yes!

I am trained, certified and experienced as a leadership coach and have gained my certification by successfully completing an accredited leadership coach training program. Prior to gaining my accredited certification I coached employees in previous leadership roles and as a business owner.

I am also a member of the International Coaching Federation where I have met stringent education and experience requirements and adhere to strict ethical guidelines.

In addition to my coaching certification, I have a Bachelor of Business Degree in Marketing and International Business and qualifications in workplace training and assessment.

Certification by an accredited leadership coach training program doesn't guarantee a coach will be good, but it does offer you more confidence that the coach has undergone training specific to the business coaching profession.

What is your Leadership Coaching process?

Leadership coaching is now being recognised as a leading technique for sustainable performance development and improvement. I work closely with you, the professional leader, as your coach and trusted advisor.

As your coaching journey begins, we define your purpose, goals and aspirations and link them to your organisation's strategy and goals.

We conduct and review your assessments, set your direction and determine what success looks like. Through regular coaching you will develop, grow and become more self-aware whilst leveraging your own and your team's strengths and passion.

Throughout the process and as your leadership confidence develops, we reflect on your results, review and make any course corrections - then we celebrate your new positive leadership behaviours and mindset.

What are Clear Coaching clients saying about you?

I'm glad you asked...

"I would confidently recommend Rex to anyone – no matter what stage they're at in their career."

Joe – Marketing Professional

"My coaching with Rex has been transformative. Rex has been invaluable to my career progression and helped be beyond my expectations."

Jess - Manager

"I was looking for a new way of thinking and I knew I needed help to find it... I knew that my usual 'same-old, same-old' approaches would not get me there. Rex has provided me with new insights and ways of doing things which have moved me towards my goals."

Tina - Senior Data Scientist

If you would like to further explore whether coaching is for you or could benefit the leaders within your organisation, please get in touch by booking a free discovery call from the [Clear Coaching website](https://clearcoachinginstitute.com.au).

Thank you and regards,

Rex Alexander

Executive Coach