



Dublin Business School (DBS) is the leading independent third level institution in Ireland and provides a wide range of undergraduate, graduate, executive and professional programmes. The School is part of Kaplan, Inc., a leading international provider of higher education, professional development and lifelong learning programmes.

<b>Job Title:</b>	Coach, ELEVEN
<b>Location:</b>	Dublin Business School, Aungier Street/Castle House
<b>Reports to:</b>	Executive Dean or designate

### Job Description

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ELEVEN is a dynamic new leadership program designed to unleash your full potential and take you to an 11/10 in every aspect of your life. Developed by a group of neuroscientists, psychologists and psychotherapists, ELEVEN is based on 11 attributes that will help you understand your true self in order to become an extraordinary leader.

ELEVEN was born from the frontline experience of people who are frustrated by the examples of leadership around them. Despite much investment in leadership development and the latest research in neuroscience, it seemed very little was changing – the gap between rhetoric and practice appears wider than ever. The question was, what could be done differently?

We decided to research the globe for award-winning programs and extract the top reasons as to why they were all so successful. We then gathered a room full of thought leaders in the areas of business development, digital, psychology, psychotherapy, neuroscience, strategic architecture, marketing and branding, business leadership, and academia. We gave the thought leaders our research and real-life case studies of challenges that leaders face today. As a result, we began to create the dream recipe of leadership reality.

We are looking for an experienced and passionate Coach to bring the ELEVEN program to life within Ireland. You will be responsible for helping participants reach their best self through the ELEVEN program suite. You believe, down to your core, that coaching is a noble profession that can change lives; you believe

that everyone should have the opportunity to live a life in alignment with their hopes and values. You have an unrelenting passion to see that belief realised.

### **Main Responsibilities:**

- To support program participants as a trusted source of guidance, counsel and development, utilising your skills in psychology and performance development to coach, nurture and steer participants in the direction of their best self
- To understand program participants;
  - How they want to grow personally and professionally
  - How development can be encouraged and fostered through goal planning
  - Implementation and management of tailored coaching plans
- To understand the program:
  - The opportunities and challenges the program will present for them
  - Proactive and reactive strategies to connect with the participant at the right time, with the right message
  - To observe the cohort dynamics and work with the cohort leader for any coaching interventions needed from observed challenges
  - Identifying potential people side risks and anticipated points of resistance, and develop specific plans to mitigate or address concerns
- Developing a set of scalable and actionable coaching frameworks and plans that can be used across the region; coach-led and self directed.
- To be a role model, challenge and inspire
- To undertake reporting, operational and program governance activities as required by the regional program director
- Ability to travel as required
- Ability to facilitate and present as required, particularly to prospective participants and their employers

### **Required Skills, Experience and Attributes:**

- Experience in coaching individuals and teams for performance
- Knowledge of the Education and Leadership marketplace is desirable
- Professional orientation and demeanor (able to handle and respond to requests from an executive level audience in a timely and courteous manner)
- Confident, articulate communicator with well crafted presentation skills
- Highly refined negotiation and influencing skills
- Ability to work calmly under pressure
- Ability to work well as part of a team, and to operate autonomously in a sometimes ambiguous environment.
- High degrees of self-motivation and discipline

- Strong personal awareness and emotional intelligence; understanding one's own strengths and weaknesses. Someone who likes to take responsibility, values relationships and diversity of thinking and ideals.
- Strong self management across time management and administration activities
- Ability to judge and create market opportunities for ELEVEN's product suite
- Unrelenting passion for delivery
- Strong belief in 'leadership' as a foundational construct to drive results in any organisation
- Creatively restless
- Degree qualified in the field of Coaching, Psychology, Sociology or related humanistic fields
- Certified by a reputable Coaching Institution is desirable
- 5+ years executive coaching experience, in a corporate environment, at Executive level
- Record of coaching success across a range of industries and personality types
- Proven experience working with psychometrics, interpreting results and engaging with clients around making meaning of those results.

**Contract:**

Fixed Term, 12 months with possibility of extension, Part Time/Full Time

**Salary:**

Full time for this role: €70,000.00 per annum

Part time for this role: €35,000.00 per annum

*All appointments are subject to passing Garda Vetting and providing proof of eligibility to work in Ireland on full time basis (upon being invited to interview).*

*Please refer to our privacy policy which can be found on our DBS website.*

*This job description is a guide to the work the post holder will initially required to undertake. It may be amended from time to time to meet changing circumstances by mutual agreement. It is expected that the job description will be reviewed regularly by the post-holder and their manager.*