



contract: business coach

01. about wray consulting group inc.

We are very fortunate. We work with great clients (Fortune 500 companies and Top 100 Employers) and get to do the work we love.

Our clients involve Wray Consulting Group on the greatest business priorities they face. These priorities have the attention of the organization and represents both significant risk and opportunity. Our involvement ranges from 2 to 5 years. The focus is growth and change – both individually and system-wide. We coach, consult and facilitate the 10 – 20 key players central to success. We provide peace of mind for CEOs that the key players bring their “A Game” and step up to the challenges they face at the right time, with the right attitude, with the right approach. Through our efforts, we are catalysts for these leaders becoming the best they can become, and in doing so, the organization accomplishes its greatest priorities. We see the results and impact of our work.

We are experts in designing, deploying and managing high performing teams. We have to be. Team is foundational to everything we do. At Wray Group, we use teams of 3 to 5 professionals to capitalize on our varied perspectives, talents and strengths.

02. about this role

We are looking for the best business coach available. We are looking for a professional who has:

1. A deep desire to be part of a team rather than working alone
2. A hunger to take a whole-systems approach with the 10 – 20 key players in the same organization
3. A passion to make a BIG difference
4. A genuine interest in improving organizational life
5. Excellent communication skills – both spoken and written
6. A proven ability to repeatedly get results with corporate leaders, over time
7. A track record of direct leadership experience
8. An unreserved commitment to discover their “A Game”

03. core competencies

1. Personal mastery

Wray Group Coaches are skilled at self-management. They possess strong self-awareness of their thoughts and feelings and are able to manage their behaviours accordingly. They have a realistic perception of their strengths and development needs and constantly seek ways to improve their performance.

2. Systems thinking ability

Wray Group coaches work with a systems approach. The backdrop for every coaching session is the relationship between individual, team and organizational dynamics and the alignment of these dynamics to the key business results flowing from a clear business strategy.

3. Performance coaching ability

Wray Group coaches are competent at coaching the continuous improvement of a leader's ability to produce business results, with and through others. Coaches effectively create and implement plans of action that achieve the desired movement and results of each leader being coached.

4. Strong business background and acumen

Wray Group Coaches bring to their coaching a wide range of relevant knowledge and experience in business, and also understand the broader business context in which the client operates. They are adept at aligning the coaching and development priorities with business plans.

5. Collaborative member of a team

Wray Group Coaches work together in client teams to enable the delivery of large contracts. They share insights, resources and best practices to support each other's continued success and development.

6. Emphasize excellence

Wray Group Coaches set challenging goals and remain committed and optimistic in the face of challenges and frustrations. They have a deep desire to positively impact the workplace experience of our clients and aim to achieve more than is required or expected.

Formal coaching training and/or designations is an asset but not essential. Whether you have 1 year or 20 years coaching experience is irrelevant. What counts most is "how you show up" and results: a proven ability to make a difference within an organizational environment.

04. how to apply

If you are interested, please email Sasja Nieukerk (sasja@wraygroup.com) explaining why you think you are the person we are looking for.