



Executive Coaching

Clarity, judgement and purposeful action.

A trusted thinking partnership helping senior leaders understand their situation, focus on what they can influence and make considered decisions that create positive, sustainable movement.

UNDERSTAND • REFLECT • DECIDE • ACT • SUSTAIN

Leadership can be isolating—especially when the decisions matter most.

Executive coaching creates protected space to step back from immediate demands, understand what is really happening and make thoughtful choices. It is particularly valuable when:

- 01 Urgent demands crowd out reflection and longer-term thinking.
- 02 Responsibility becomes over-personalised and the leader carries too much.
- 03 Complex decisions require perspective, judgement and clear trade-offs.
- 04 Stakeholder relationships or difficult conversations need careful handling.
- 05 A new or expanded role calls for confidence, boundaries and a sustainable approach.

PERSPECTIVE

AGENCY

SUSTAINABLE MOVEMENT

Relational, perceptive and grounded in reality.

Ciarán's coaching begins with trust and a genuine understanding of the leader, their responsibilities and the pressures surrounding them. It is a confidential partnership—not advice disguised as conversation.

Empathy and careful listening create room for honest reflection. Insight and thoughtful challenge then help the leader focus on what can be influenced and make positive, proportionate decisions.

BEGIN WITH REALITY

Understand before advising.

COMPASSION + ACCOUNTABILITY

Support people while expecting their best.

TELL THE TRUTH WITH CARE

Honest conversations, respectfully held.

WORK IN PARTNERSHIP

Challenge without prescription.

Selected principles from The H-Suite Way. ANCHOR remains the coaching methodology.

A relational framework for considered, sustainable action.

ANCHOR gives the engagement enough structure to create movement without making the conversation mechanical. It combines empathy, insight and thoughtful challenge while keeping choice and agency with the leader.

THE ANCHOR METHOD

A relational framework for considered, sustainable action.



Empathy and insight • Challenge without prescription • Agency without overextension

These are common areas of focus—not a prescribed sequence.

STRATEGIC LEADERSHIP & OWNERSHIP

Moving into strategic management, executive responsibility or business ownership.

ROLE TRANSITION & DIRECTION

Expanded responsibility, priorities, leadership identity and purposeful direction.

JUDGEMENT & DECISION-MAKING

Complexity, trade-offs, uncertainty and focus on what can be influenced.

INFLUENCE & RELATIONSHIPS

Stakeholders, trust, organisational dynamics and difficult conversations.

SUSTAINABLE PERFORMANCE

Confidence, resilience, boundaries and ambition without unnecessary overextension.

The agenda belongs to the leader and remains responsive to their real context, priorities and choices.

The scope is agreed around purpose and context—not a predetermined number of hours.

01

FOCUSED COACHING

A defined challenge, transition or decision requiring clarity.

Scope, cadence and duration agreed following an initial conversation.

OUTPUT

Sharper perspective and a practical course of action.

02

EXECUTIVE COACHING ENGAGEMENT

Ongoing development around agreed leadership outcomes and real organisational work.

Structured across an agreed period, with appropriate review points.

OUTPUT

Greater self-awareness, confidence and leadership effectiveness.

03

ORGANISATION-SPONSORED COACHING

Development connected to role, agreed priorities or leadership expectations.

Clear three-way contracting, agreed review points and protected confidentiality.

OUTPUT

Individual development aligned with organisational context.

Session frequency, duration, review arrangements and investment are confirmed in the tailored client proposal.

Confidential work. Credible leadership contexts. Sustainable movement.

SELECTED LEADERSHIP CONTEXTS

Ciarán has coached CEOs, CFOs, senior executives, strategic managers and business owners across corporate, technology and complex public-service environments. His work includes leaders connected with Google, Twitter, OneTwenty and the National Transport Authority, alongside leadership engagements across An Garda Síochána and the Irish Prison Service. Individual identities and outcomes remain confidential.

CEOs • CFOs • EXECUTIVES • BUSINESS OWNERS

TRUST & CONFIDENTIALITY

Coaching begins with clear contracting around purpose, boundaries and confidentiality. Organisational context can inform the work without compromising the protected relationship required for honest reflection.

CLEAR CONTRACTING • INDEPENDENCE
• DISCRETION

The measure is not performance theatre. It is clearer judgement, stronger agency and positive movement that can be sustained.

Insight, humanity and practical challenge.

Ciarán Hourican

Managing Director • Executive Coach • Facilitator

Ciarán is Managing Director of H-Suite and an experienced executive coach working with CEOs, CFOs, senior executives, strategic managers and business owners. He supports leaders navigating expanded responsibility, complex decisions and organisational change. Known for building trust, understanding context and recognising what may be going unsaid, Ciarán combines empathy and careful listening with thoughtful challenge. His coaching helps leaders strengthen judgement, focus on what they can influence and translate ambition into positive, sustainable action.

THE NEXT STEP

Begin with a confidential conversation.

We will explore the leadership context, what matters now and whether coaching is the right form of support. If it is, the engagement will be shaped around clear purpose, trust and sustainable movement.

STRATEGY INTO PRACTICE

LEADING IN PRACTICE

CAPABILITY SYSTEMS

- Clarify Direction
- Restore Agency
- Build Capability
- Sustain Movement