



Coaching and Mentoring

Do you have any people who need some help at a personal level? Might some of your Managers benefit from bouncing ideas around with someone outside the organisation?

We work at all levels within organisations to help people build confidence and personal effectiveness. We help individuals understand more about themselves and others. This awareness improves their ability to build relationships, make decisions and take action.

We have found that

Managers often need help but don't know who to ask

Just having a 'sounding board' can help

A good coach can help someone think objectively

Good coaching can increase confidence and so increase performance

Good coaching can meet an individual's specific needs and save hours of attending workshops

Coaching can help focus direction

What is our approach?

We respond to the unique needs of each person we coach. We aim to be flexible, drawing on a variety of coaching models and practices.

When first working with someone we seek to understand

- ◆ their organisation's aims and objectives
- ◆ their role and responsibilities
- ◆ where they are currently 'at'

We then work with the individual to help identify:

- ◆ personal objectives and success measures
- ◆ personal development needs
- ◆ barriers to success and ways of overcoming them
- ◆ influencing styles and strategies

Where appropriate, we use one or more psychometric instruments to develop the understanding of self and others. We also use a tailored 360° feedback questionnaire to increase awareness.

Our mentoring work takes coaching to a high level, focusing on *How* to approach and achieve the *What*. We explore stakeholder management and political risks and strategies to the depth required.

Where have we applied this expertise before?

We have been coaching and mentoring key people within organisations at all levels, including:

- ◆ Helping the CEO of a public standards organisation to align the top team.
- ◆ Enabling a team of pensions actuaries develop their relationship building and leadership skills.
- ◆ Working with the CEO and management team of a technical solutions organisation to determine strategic direction
- ◆ Enabling a senior banking manager to resolve political conflict
- ◆ Helping science programme managers to lead their teams effectively

Would you like to discuss further?

Contact us on 01628 7711960 to discuss ways to develop coaching in your organisation.