



Coaching Programme (Individual)

1:1 Coaching Programme Overview

Purpose	<p>Provide support, challenge and guidance for organisational leaders. Enabling and enhancing individual and team performance whilst remaining cognisant of individual preferences and style.</p> <ul style="list-style-type: none"> • Build self-awareness, personal responsibility and choice • Develop and improve leadership tool-kit • Support through personal transition (new role/team, organisational and/or operational change) • Clarify personal strategy and vision
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Methodology & Content

Methodology:
Practitioner led by an experienced business coach. Relationship based approach using a combination of reflective learning methods appropriate to the organisational context. All coaches are members of the professional bodies AC or ICF*, work under professional supervision and are accredited (or pending accreditation) coaches. Non-accredited coaches may be used as faculty coaches with subject matter expertise, subject to prior agreement with the client.

Potential Content:**

- Creating and holding personal vision
- Leading in turbulent times
- Leading with unknowing (negative capability)
- Developing space for safe uncertainty
- Managing unconscious bias
- Doing the right thing (ethical decision making)
- Balance – triple bottom line (people planet, profit)
- Leadership legacy – leading for the future

**Association for Coaching (AC), International Coaching Federation(ICF)*

***Based extensively on work and models of leading researchers in the field of leadership and coaching interspersed with practical, pragmatic guidance from experienced business practitioners. Developed in conjunction with client.*

Organisational Context & Process

Organisational Context:
Our approach is to understand the context in which the programme will be delivered. This ensures the programme is aligned with and supports strategy, is relevant to current challenges and issues, hence directly creates value.

Typical Process:

This can be delivered as a coaching programme, coach/mentor programme or with separate coach and mentor working in tandem. All programmes are tailored to the specific needs of the participants:

- Initial chemistry meeting with prospective coachee
- Contracting session with key stakeholders. Determination of outcomes and key evaluation criteria
- Use of 360 feedback where appropriate*
- One-to-one coaching sessions in person and/or skype
- Review session with key stakeholders

**recommended 360 tool is the LCP profile (Leadership Circle Profile)*

Evaluation Criteria

Participants will have:

- Demonstrated greater personal and organisational effectiveness
- Developed ability for reflection and ongoing personal development
- Understood their leadership role and developed a personal strategy to maximise their contribution to the organisation