

Why Coaching?

Coaching improves business performance.

Coaching focuses on the needs of the individual to support their career development or in addressing specific areas of focus.

Coaching leads the individual to become more self aware and more focused on recognising and addressing their own development needs.

Coaching builds the resourcefulness of the individual going forward, encouraging them to be more creative in their problem solving, both during and following their coaching programme.

Coaching leaves a legacy by developing self awareness, resourcefulness and creativity in the individual.

My coaching is goal orientated and aims to achieve specific, measureable objectives agreed with the coachee and their sponsor.

My coaching is designed to provide tailored, one to one development for you and your leaders, to ensure you have leaders who are performing at their optimum level.

Topics for Coaching

Coaching is effective in addressing both performance and development areas:

- ◆ First 90 Days
- ◆ Stakeholder Mgt
- ◆ Developing Talent
- ◆ Influencing Skills
- ◆ Presenting skills
- ◆ Communication Skills
- ◆ Reaching Potential
- ◆ Career Transition
- ◆ Improving Performance
- ◆ People Management
- ◆ Work/Life Balance
- ◆ Impact & Presence
- ◆ Managing Up
- ◆ Peer Relationships
- ◆ Leadership Development

Coaching Programmes

All coaching programmes are tailored to meet the needs of the individual and their business. Coaching programmes may consist of:

1. Meeting with Sponsor / Coachee to discuss the objectives, goals and measures
2. Coachee & Coach meet to check there is a good rapport and the relationship will work
3. 6-8 Coaching Sessions
4. Mid Programme Review
5. Ad-hoc telephone support between coaching sessions
6. End of Programme Review & Evaluation

Additional psychometric tools can be used to support the coaching:

- ◆ MBTI
- ◆ Professional Styles Analysis (Saville)
- ◆ 360 Feedback

JEM Coaching Sessions

JEM Coaching sessions are planned and structured to meet the goals set. Whilst no two coaching sessions are ever the same, these are some common themes:

A starting point could be around what has happened since the last coaching session. *What have you tried that was different? What reactions have you had? What has worked well? What has been difficult? Where do you feel you are/are not making progress?*

The next topic will be setting the goal for this session, referencing the overall goals for the coaching. *What would it be useful for us to focus on today? What would you like to have achieved by the end of this session?*

During the coaching you will be encouraged to:

- ◆ look at situations from a number of perspectives to increase your understanding of an area or issue
- ◆ generate a range of ideas, possibilities and alternative approaches that you could explore
- ◆ talk specifically about what happens that helps and what gets in your way.

The session will end with agreeing a series of actions for the coachee to work on before the next session.

All coaching sessions are confidential, though the coachee is encouraged to share their progress with their sponsor.