Releasing the ideas and the performance of your best people through coaching

Talented individuals can become effective leaders with the right coaching, learning and practice. However, making the transition requires people to think and act in different ways, and that's the challenge that many find most difficult. Our business coaching programmes help stimulate creativity, challenge thinking and increase people's effectiveness at work.

Overview

Our experienced business and leadership coaches focus on building peoples insight into leading themselves, their people and their business. The most effective leaders are self-aware and recognise the impact they have on both their colleagues and their business. Knowing themselves better and then recognising when they are most inspiring and influential will enable your leaders to be more effective in bringing people with them. We emphasise that leadership is about choices: choices of attitude; choice of approach and choice of behaviour.

Typically we are asked by our clients to help with one-to-one business coaching in areas such as career development, talent management, performance management and on-boarding.

- Building a basis for objective discussion
- Concluding relationships at the right time
- Developing mentoring and coaching skills within your team
- Developing self-awareness in yourself and others
- Evaluating progress
- Exploring and applying key skills, for example, presentation or negotiation skills
- Exploring and guiding people through career options and opportunities
- Improving performance and sustaining energy levels
- Learning as a process rather than a solution - understanding how you learn
- Managing change
- Releasing your potential - maximising your capability
- Supporting role transitions - the first 90 days
- The impact of personal style
- Using questions purposefully.

Sample client project:
Coaching high performance

The project

A high performing professional with leadership potential needed to develop his leadership skills in order to progress to partnership. The firm wanted to foster and retain its top talent.

The solution

Over 12 months, our coach worked with him to identify the gaps in his experience and capability against partnership requirements. This involved 360 degree feedback, a competency review and the coach's industry expertise. Together they worked on a focused development plan with the tools for developing the competencies, checking in with the sponsor mid-way to ensure progress was on track.

The outcome

The coachee successfully completed the firm's Partner Assessment Process and made the progression to a leadership role.