

YOUR business matters

Inspiration to perform outside your limits . . .



“ You only realise the benefit of coaching, when you experience the power of talking about what really drives you.”

MB, Engineering Director
One of the UK'S largest pharmaceutical companies



our approach to **one-to-one** coaching

We have a passion for inspiring people to outstrip what they believe they are capable of. We believe everyone possesses unique skills and abilities and our one to one coaching programmes are designed with this in mind.

From experience we know that no two coaching assignments are the same and believe firmly that a flexible approach to meeting individual needs is vital to the success of the programme. With one-to-one coaching our purpose is to give our

clients control over their learning process, to clarify their goals and develop a framework to make things happen in their lives. Our coaches bring significant real world and practical experience to their coaching relationships.

WHAT IS COACHING?

Coaching is a process of enabling individuals to acquire the knowledge, skills and techniques needed to perform effectively in their occupational role. This is done by **motivating, inspiring, challenging, stimulating and guiding them.**

The coach must be able to recognise the needs of the person being coached and develop coaching programmes appropriate to meet those needs to help people achieve their full potential.

Coaching is about helping someone to focus on specific goals and encouraging them to work out how to **achieve those goals.**

A good coach will encourage people to look at themselves and situations with a fresh perspective and to challenge preconceptions. Through effective questioning, non judgmental support, attentive listening and constructive feedback people **will discover their own solutions and answers.** Through increased self-awareness and by considering how they set and attain goals, even the most successful and experienced Managers can discover a new gateway to higher performance and better balance in their lives.

Coaching helps to inspire and motivate people to identify their unique abilities.





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Working with **Heart... Inspiration... Passion!**™

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OUR ONE-TO-ONE COACHING HELPS TO:

- Enrich the quality of an individual's professional and personal lives and enables a greater balance between the two
- Helps to set a compelling vision and specific goals
- Leads to greater self awareness and confidence
- Develop strategies to overcome obstacles to peak performance
- Unlocks untapped potential
- Develops leadership, management and people skills
- Provide a safe, confidential environment to explore and consider new approaches, an objective sounding board and for a form of accountability to committed actions

BENEFITS OF ORGANISATIONAL COACHING PROGRAMMES:

- Employees are focused on their personal growth and career advancement
- They are challenged to improve themselves, become more self-sufficient and productive
- Their job satisfaction increases
- Employees are inspired to perform at higher levels than they would otherwise have done so if left to their own devices
- Organisations benefit from improved knowledge management as skills and knowledge are passed on
- Communication within and between teams is improved
- Can be linked to fast track career progression and succession planning
- Coaching can be introduced to assist the development of a coaching culture within an organisation, as a change management process or as part of a Management and Leadership development programme

“ Thank you for your support and guidance given in the sessions over the past year. It has been of tremendous value to me, allowing me to develop and understand greater those issues that were inhibiting my growth both at work and as an individual in my personal life.

It never ceases to amaze me how the human mind is frequently unable to see the glaringly obvious, those basic issues that are there staring us in the face year after year and yet we fail to notice until someone guides us to them. ”

JAS, Pharmaceutical Company

STRUCTURE OF THE PROGRAMME:

If this programme is sponsored by an organisation, then broad objectives, feedback mechanisms and evaluation methods are agreed with the organisation.

Flexibility here is key, given that both people and organisations are unique and as such have individual needs.

Though we follow a structure, the detail of the content is determined by the specific needs of the individual and, or, the organisational objectives.

Once detail has been agreed with the organisation, our selected coach will meet with each person participating in the programme. This initial get-to-know-you session is face to face and lasts approximately two hours. This helps ensure chemistry and connection is right and that coaching will be an effective intervention and the organisation's money is invested wisely. Initial learning outcomes/specific goals for the coaching programme are agreed along with clarity on measurements of success for the goals. In our experience, other goals are introduced as the relationship develops and new approaches are explored.

This is followed by 6 one hour sessions, with a full review held after the final session, when future help (if appropriate) is agreed. These sessions can be face to face but can be equally effective by telephone. They are usually no longer than one month apart. It is not unusual for the first three sessions to be held every fortnight to ensure momentum is built and adequate support available during the transition process. The coaching helps individuals stay on track and honour their commitments towards action steps.

