

# Coaching for Performance

**Are you committed to improvement?**

**Do you want to change?**

**Are you ready for some help?**

Coaching is now everywhere! It really is considered to be a mainstream development process. Among many other situations, coaching sustains individuals when they have taken on new responsibilities - and when people want continuity of change after a new initiative.

Could you benefit from having a coach? What answers would you expect to these questions?

- What do we, as the coach, do for you?
- With whom do we do our best work?
- How do we deliver the value?

## **What do we do for you?**

We help you to clarify your needs – whatever they might be – e.g.

- Deliver leadership within your organisation
- Put self awareness at the centre of your improvement
- Focus on purpose
- Increase engagement of the people all around you
- A renewed sense of enthusiasm and energy

## **Our best work?**

We are able to achieve this most effectively with people who are:-

- ✓ Open to challenge
- ✓ Open minded
- ✓ Committed to the process of regular meetings
- ✓ Clear about the value in the relationship
- ✓ Willing to experiment
- ✓ Able to value others

## **How do we deliver value? Some quotes from clients.....**

“You ask me searching questions that no one else seems to ask me”

“You seem to think along different lines and I value that!”

“You challenge me to think about things differently”

“You help me to make new connections”

“You enable me to search and look for new ways of doing things”

“Outside our coaching sessions I reflect on what we have discussed and act differently”

“You offer models and ideas appropriately”

## Our coaching process

We carry out coaching both face to face and by telephone.

A typical coaching programme involves between 4 and 6 sessions spread over 3 to 6 months.

We conduct an initial contracting meeting to agree objectives and to begin the relationship. This initial meeting takes place at no cost to the client.

Each face to face session is typically 2-3 hours and telephone sessions between 1 and 2 hours

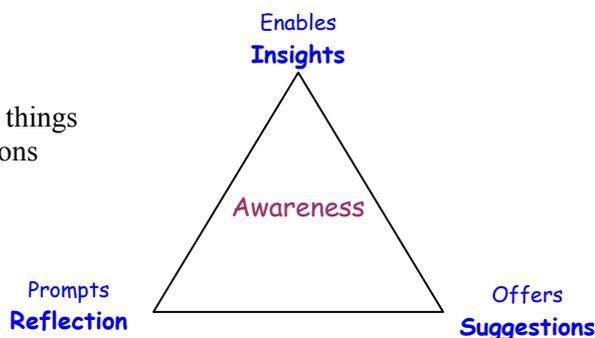
Our agreements allow for either side to break the arrangement after the first paid session. The client would not then be invoiced for any further coaching fees. Through our Coaching and Action Learning Programmes, we transfer the best coaching processes to our clients at every opportunity.

## Our coaching model

We see coaching as an opportunity that makes time

- for reflection – which is often rare
- to explore new possibilities
- for being challenged about the way they do things
- to practice and rehearse difficult conversations

To allow this to happen we facilitate coaching conversations in ways to encourage reflection, enable people to have insights and offer suggestions appropriately.



## Our clients

We coach people in a variety of leadership roles in both and large and small businesses, in schools and colleges, in the public sector and in charities.

**Participating organisations:** Agilent Technologies, Alstom, Astra Zeneca, BAE Systems, Bentley Motors, British Bakeries, Brose, Carlsberg Tetley, DLO, Eli Lilly, Financial Services Authority, GlaxoSmithKline, HBOS, Hewlett-Packard, Honda UK, Jaguar Cars, Land Rover, National Air Traffic Services, QinetiQ, R3, RMC, State Street Bank, Syngenta, Thames Water, Warwick University, West Thames College.

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