

# Coaching

**“Leaders who don’t listen will eventually be surrounded by people who have nothing to say.”** Andy Stanley

## Experience the power of infinite possibilities

Carving out some space to gain perspective and awareness is necessary for all of us. But for leaders, looking for clarity around taking the next step forward, it’s invaluable. From combatting imposter syndrome and shifting mindsets around what it means to be a leader to developing high-performing complementary team cultures, coaching helps unlock potential and cultivates a culture of continuous development.

**“Coaching is releasing a person’s potential to maximise their own performance. It is helping them to learn rather than teaching them”**

## Developing peak performers

If you think about performance as a series of peaks and troughs, traditional approaches often focus on levelling out the troughs. Ours is a strengths-based approach that focuses on raising the peaks. By recognising and appreciating your innate talents, we help develop peak-performing individuals and teams who understand how to play to their strengths. Put simply, we coach towards developing the best version of you. After coaching:

- 80% of people report increased self-confidence
- Over 70% benefit from improved work performance, relationships, and communication
- 86% of companies report a return on investment (source: ICF)

## Better for you, better for your organisation

Benefits for an Individual	Benefits for an Organisation
Improves creativity and creates a culture of learning and self-development	Developing expertise and improving performance
Greater clarity around role and objectives, responsibilities and expectations	Improves relationships between people and departments for better team-working
Aids self-development and hones problem-solving skills	Develops and promotes a fuller use of individual talents within the group
Greater self-awareness and an openness to personal learning and development	Can facilitate the adoption of a new culture, management or leadership style
The opportunity to reflect on, reframe and, where necessary, correct behaviour and improve performance	Investing in people motivates and encourages them to develop and grow within their roles

## Getting started

It's important that you and your coach connect. As such, there will always be an introductory session to ensure there is a good 'fit' and agreement around ways of working and next steps. Additional tools to support the process include profiling or psychometric testing. Interpreted well, this kind of assessment not only offers valuable insight for personal growth, but also for complementary strengths-based team building and development work.

## Typical scenarios include:



## Flexible, value-led coaching journeys

Development is continuous. As such, coaching is necessarily open-ended. Each client is different. From one-off individual and team interventions to ongoing leadership support, it is difficult to predict the frequency or number of sessions that will be beneficial. It is, however, a mutually agreed process, dependent on the pace at which you want to travel, your schedule and the value you are deriving. Delivery is flexible, too. Some clients prefer remote delivery – over the phone or through video conferencing – others, in person.

Unlock potential, maximise performance, develop a clear vision. To find out how, contact

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