

Do you need to...

- » create a new team and/or team culture?
- » improve team capability?
- » improve team functioning?
- » respond to changing client, customer or stakeholder needs?

If you've answered **YES** to any of these questions, then we can work together.

Transformation is required whenever a change in form or function is necessary. It is an important enabler that involves a shift from one state or capability to another so that your team can successfully achieve the desired results and create value for those you serve, making an impact where it matters most.

Example

The Director of a business unit in a complex delivery contractor foresaw the forthcoming direction of a major client and wanted to prepare his Senior Leadership Team and key staff to meet the emerging client requirements. I worked with the team to identify and develop how they wanted to establish and implement their desired behaviours and culture and embed it into the dna of the business unit and roll it out to the projects. As a result they were awarded a further tranche of major works and successfully achieved their objective of being their client's partner of choice.

He said "Ann listens and seeks to understand the situation and people and tailors her approach. She sees the wider context and helps others to see it, and provides a structure to help embed learning. Her approach is refreshing, reinforcing and effective. Ann supports the team in becoming self-sufficient and coaches such that individuals and team members challenge themselves and start to coach each other. She is trusted, extremely reliable and professional."

When you work with me, you can expect to



GET CLEAR



GET EQUIPPED



GET GOING

Team Coaching is:

Team Coaching is a partnership between the Coach and the team which is driven by the needs of the team. It is a non-directive yet powerful, focussed and effective approach. It provides the environment for exploration and new insights to enable fresh impetus for taking action.

I work in accordance with the International Coaching Federation (ICF) Code of Ethics which you can access at <https://coachfederation.org/code-of-ethics>.

I don't tell you what to do. You and your team will experience fresh insights, awareness and answers but you won't have been 'told' anything. It is distinctly different from consultancy, informal training and mentoring. You, the team leader, remain the leader of your team at all times.

I partner with you to understand your challenges and what you wish to achieve to create a tailored coaching package. This may include a diagnostic or survey, sessions of 60-120 minutes, half day or full day, 'live action' coaching in meetings, 1:1 coaching, or any combination of these. The focus is on your outcomes and desired impact. I am confident that you'll achieve what you set-out to achieve based on your collective commitment and resources.

Research suggests that the single most important factor for successful coaching is the quality of the relationship. That is why I offer a complimentary, no obligation **Exploratory Session** after which we can both ask ourselves: "Are we a good fit?"