

# Do you need to...

- » implement new ways of working?
- » implement new department or organisational structures?
- » integrate new staff into existing teams?
- » Incorporate programme outcomes into business as usual?

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

Transition is required whenever it is necessary to change from one stage to another over a period of time, from where you are now to where you need to be. Transition can be part of a transformational change or it can be stand alone. It is an important enabler that involves a journey from one situation 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

A major public sector client had procured a Delivery Partner for the next phase of a multi-billion infrastructure scheme and needed to integrate the new staff into the existing client organisation. I worked with the Senior Leadership Team prior to the arrival of the Delivery Partner to ensure they were clear about their leadership intent and fully prepared to efficiently and effectively onboard the new organisation. This set the foundations for an efficient and effective mobilisation period and the successful integration of the Delivery Partner staff.

One of the team said "I particularly valued Ann's understanding of where the team was at. In the sessions she had sufficient gravitas to keep us aligned, and at the same time allowed sufficient room for us all to be heard. I also feel that she generated a level of trust amongst the team to say what needed to be said so that it could be addressed. She articulated concepts succinctly and I found her very approachable which facilitated discussions getting very much straight to the point."

## 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 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 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?"