

One to one coaching

What is it?

Coaching is a much used (and misused!) term in the business world. It is often easier to describe what it is not, i.e., therapy, counselling, consultancy, advice or mentoring. Coaching is a future focused activity which consists of a set of purpose driven conversations with an intention to drive individual growth, development and change in how you think, feel and behave in your executive or leadership role.

Coaching has applicability in all business sectors, including not for profit. Our starting point is to gain clarity on the purpose of the coaching. We focus on three different coaching purposes:

1. Executive coaching

This coaching is designed for senior leaders in a business who have systemic reach and influence. The Grit value add is ensuring the work attends to the needs of the individual and the system. This work can be hard as the needs are not necessarily the same as the wants! It is holistic and focuses less on goals as the coaching is more emergent in nature.

2. Leadership coaching

This coaching is designed for current leaders and high potential or emerging leaders in a business. The Grit value add is broadening perspectives, speed to experience and maximising opportunities. This work is often based on wants and needs and has a strong goal focus.

3. Development coaching

This is designed for people at any level who are looking to develop a specific skill or behaviour. The Grit value add is the coaches bring subject matter expertise.



What do we work on?

No two coaching assignments are the same and each one is tailored to the needs of each person.

Each coach has their own approach to coaching which is underpinned by appropriate tools, techniques and frameworks.

There are topics that frequently surface in coaching such as confidence, authority, high stake conversations, work/life balance or personal brand and reputation. That said, each coaching assignment is unique.

Who is it for?

Effective business leadership operates in an environment which is complex and ever changing so leaders at different stages may benefit from coaching, including:

- Any curious, open minded leader with a desire to grow their capability and confidence to lead others
- Newly appointed leaders who want to ensure quality and speed of effective leadership
- High potential individuals who have been earmarked as leaders of the future
- Progressive organisations that want to include high quality coaching as part of the development interventions they offer to the leaders within their business

What's involved?

The application of the Grit Coaching Value Chain® (GCVCC®) is how we ensure the delivery of high quality coaching with integrity and consistency. We attend to the needs of all stakeholders in a coaching assignment. We apply robust processes, clarity and consistency in how we work to deliver value. Each link in the chain builds a value-adding momentum to the coaching programme and starts by ensuring the work is clearly set up to allow the coach and client to do great work.

If you want to find out more about how coaching can add value to you and your business, please contact:

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