

**STEP FORWARD & SHINE
ONE TO ONE
LEADERSHIP COACHING PROGRAMME**



A coaching and support programme that is built around your desire to be the best leader you can and to support your life aspirations. Your step forward may be a promotion or a sideways move or it may be working on a blind spot or increasing your effectiveness as a leader. Together, we will define your professional offering and release your potential.

This programme is easily adapted to suit many scenarios and is particularly relevant for managers navigating change and transition. Whether you are looking for a step up in your career or want to be the best at what you currently do 'Step forward & Shine' is for you.

My coaching style

My coaching style is person and purpose centred which means that I focus on understanding your purpose and values so that I can work alongside you in helping to release your potential and move you forward to where you want to get to. This may involve seeking feedback from those around you to understand your strengths and development areas better or it may involve asking you to complete various confidential but very illuminating profiles.

I'm a great believer that successful coaching is dependent on having a good, honest, confidential but challenging relationship, a solid commitment to the coaching objectives and homework in between the sessions. Often this will be in the form of a learning diary or flagging up good books/authors/sources of material for you to read and reflect on.

In the words of my favourite author and leadership coach Ben Renshaw '*leadership is a marathon, not a sprint*' so I would recommend that we meet every other month and then once every three months as we conclude the programme. But this is not set in stone and flexibility is key.

Approach and Steps

Coaching is about releasing potential and there is no one size fits all approach, but it is useful to have a framework to work with and for our Step Forward & Shine Coaching Programme, we will utilise the Leading with Purpose Framework which is based on establishing your personal and organisational

purpose and then developing the leadership indicators for this and what success will look like. This will address both mindset and skillsets for success and the tools to put these into action.

When we talk about operating as senior leaders, we need to think of the future which means understanding the changing landscape of artificial intelligence (AI), digitalisation, robotics and the challenges of the gig economy and how this will impact on us as leaders. So, coaching around the need to be an agile leader who can evolve and develop, collaborate and innovate and be resilient will be on most leaders' agendas.

So how does it work?



Getting to know you

Initial get to know each other session to build rapport, understand and build the contract between coach and coachee and relevant manager. Discuss appropriate methodologies we might use and undertake a purpose and values exercise that will anchor the programme, promote working together effectively and maximise results.



Establishing your leadership framework

Working together we review your purpose and values and construct your personal leadership framework populated with your success criteria and paths to action.



Review and redefine your leadership framework

Focus coaching around specific aspects these could be around leadership generally, mindset (fixed and growth), agility, building resilience, values, authenticity, feedback, coaching others, emotional intelligence, leading change, leading teams, leading upwards, networking and connections etc.

Fees

£400 per session over a year is an investment of £2,400 in your future.

This includes all preparation and materials in relation to the sessions, 1.5hrs coaching sessions, post session follow ups and support.

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