



CHANNING HAMMOND
ASSOCIATES

Stepping Forward for Success

Coaching & Mentoring

Partnership | we work together



Harmony | we enjoy what we do



Collaboration | we get results



channinghammondassociates.co.uk

Stepping Forward **for Success**

“In any given moment we have two options:
to step forward into growth or to step back
into safety”

Abraham Maslow

A coaching and support programme that is built around your desire to be the best you can be 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 step forward and release your potential.

“People come to me for coaching conversations for a variety of reasons and that’s what makes being a coach so fulfilling. Some people are looking for a critical friend approach; others have challenging issues that need exploring and working through. No two clients are the same and there is no one size fits all approach”.

As a qualified Human Resources professional (MCIPD) who has worked in both the private and not for profit sectors, I have led on talent management, executive search and coaching programmes for clients for most of my career and am known for my creative yet practical approach.

Previously Director of Recruitment Services with Insight HR & Management Consultancy, since 2005 I have been joint MD of People Consultancy, Channing Hammond Associates where I have worked with many Managers, Senior Managers and Chief Executives on a one to one confidential basis. Having trained at The Coaching Academy and spent many years interviewing candidates and providing personal development strategies for senior people, I am well versed in the challenges of helping people stepping forward.



How can I help?

This Stepping Forward Programme is easily adapted to suit many scenarios such as:

- Developing your career and helping you think through the options
- Navigating change or managing new teams
- Returning to work after a long period of absence
- Honing your leadership skills
- Planning the most effective first 100 days in a new role
- Senior Managers who need a critical friend
- Managers aiming for promotion

I offer one to one coaching in a safe and confidential environment and there is no set number of sessions. You can have as much or as little as you want.



Hilary Channing
Managing Director

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 blind spots better or it may involve profiling with well validated psychometric tools.

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.



How does **it work?**

Getting to know you

- Initial getting to know you session to build rapport and the contract between us.
- Discuss appropriate methodologies we might use such as 360 Feedback, Hogan Suite, MBTI or Disc.
- Discuss practical solutions such as CV support or interview support, if appropriate.
- Undertake a purpose and values exercise that will anchor the programme, promote working together effectively and maximise results.

Moving Forward

- Working together we review your purpose and values and construct your personal coaching framework populated with your success criteria and paths to action.
- Focused coaching, examples include but are not limited to leadership, mindset (fixed and growth), agility, building resilience, building confidence, authenticity, feedback, coaching others, emotional intelligence, networking.

£400 per session this includes all preparation and materials in relation to the sessions, 1.5hrs coaching sessions.

Coaching can be delivered face to face or by Skype, or a combination dependent on location and availability.



For an informal conversation why not contact me and we can go from there.

Contact Hilary on 07718 627740

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