

1-1 Coaching

Structured and motivating 1-1 coaching, designed to deliver meaningful results quickly. An initial series of four X 60 minute, 1-1 sessions will be deeply focussed on a co-defined goal; whether that's linked to a change of mindset, attitude or belief, building competency or targeting impact on a timely project. Sometimes 1-1 coaching runs alongside a wider manager or leadership development programme.

An initial Reflective Assessment, supported with 360 input from nominated peers, will sharpen focus, and create some benchmarking to measure progress and impact. Coaching sessions (typically run virtually) with your matched, accredited coach are run with 2-3 spacing in-between — and supported with agreed points of action and experimentation. Impact is evaluated and visualised on completion, against defined goals, and with the opportunity for pulse 360's to sense-check change with peers too.

Perspectives on progress

“I'd found myself stuck with some nagging, limiting beliefs at the point of being promoted to leading a much bigger team. Having the space to candidly think things through with someone and commit to small steps in-between sessions each time was a game-changer for me.”  
— **Coachee, Department Head**

“It was really powerful to have a clear purpose for the coaching from the outset, and also to recognise that the goal could shift along the way. A key thing for me was the idea of 'elements of evidence' and how to prove to myself that I am making more progress than I think.”  
— **Coachee, Team Lead**

“The 1-1 coaching came at a perfect time, alongside some group development I was enrolled on, and we focussed on how I'd be transferring the most relevant parts of that back into my team. That extra level of focus and accountability was massive.”  
— **Coachee, Senior Mentor**

