

# Focus on Executive Coaching and Mentoring

Are you being YOUR best AND getting the best from your teams?

*Training increases productivity by 22%*

*Training plus coaching increases productivity by 88%*

Source: International Personal Management Association (IPMA)



## Being YOUR best?

As a senior executive leading organisations through these challenging times it can be quite lonely at the top. Your senior managers and their staff are looking for you to lead, make the right decision, be rational and decisive and achieve great things. Do you feel as if you're doing **all of this, all the time** – or do you feel that you could just do with some space and thinking time out?

Our coaching and mentoring programmes will give you just this – some tailored time out to support you to deliver your full potential, consistently and constantly and achieve your business results.

## And getting the best from YOUR teams?

This is definitely a year of **Personal Resilience**. You want your staff to perform at their best during these uncertain times. Uncertainty, worry and stress might be materialising not just at their workplace but also their partners workplace and within the family home. Have you seen sickness rates rise? Have you seen increasing unreliability from some members of your team? Is performance dipping? Is negative feedback from your customers increasing?

Even if your organisation is not on a decline – but is clearly not performing in the way that it should, our coaching and mentoring programmes will give your teams tailored time to concentrate on their issues.

## What is coaching?

A definition of coaching is “helping someone to move from where they are now, to where they want to be; and to do this more quickly and efficiently than had they acted alone”.

Coaching focuses on setting and achieving goals. People often don't set goals for a variety of reasons: they may not know how to; they fear failure – or indeed success; they feel they are too busy; they don't always know what they want; or they just accept 'their lot'. Setting goals in itself provides a purpose – meeting them is a fantastic achievement of personal development.

Coaching in business is about getting results – continually !

## Top Tips:

- Identify your key goals
- What does success look like?
- What will you be doing?
- What will your business and your teams be doing?
- Where are you now?
- What does the gap look like?
- What else could you do?
- What will you do?
- How will you be measuring success?
- How will you maintain your personal resilience?

## How is this different to mentoring?

Mentoring provides you with the experience, expertise and business know-how, from someone successful in your industry. A mentor can provide advice on directions to take, which journeys are the route to success and which doors need to be opened. A mentor is one of those who has “been there, seen it, done it and got the T-shirt” – they can help you map your journey to business success.



## How does this make a difference to business results?

You can benefit from coaching and mentoring if any of the following apply: you want to excel, you want to increase your confidence, be outstanding; you want to feel much more in control, manage your time and your workload or you want something different, but are just not sure what this is.

Our coaching and mentoring programmes make a massive difference to your business. We will plan a programme that suits you, your challenges and your timeframe. You or your staff having personal time out with our coaches or

mentors helps focus on your needs

We have a range of tools and techniques to support the areas you need – this might be about leadership, confidence building, dealing with non-performers or managing change. Our programmes start with your 100 day goal-orientated plan. We map out success and key milestones for achievement throughout your journey. Everything we do is planned and timetabled to suit your needs.

Here's what others have said ...

- “The coaching is excellent, showing how you can find your goals and overcome obstacles that you perhaps weren't aware were there.” GS, Operations Manager
- "Extremely inspirational and has helped me recognise and celebrate my current strengths as well as identifying the key leadership and management competencies I wished to develop further." SS, Service Manager
- "The coaching programme was flexible and tailored to meet my specific needs. As a result, I now have a higher level of confidence which in turn is making a marked difference in my new role within the organisation" JB, Director
- "I have rebuilt the confidence in myself and in my work and have achieved so much in terms of strengthening my management and leadership skills." MT, Head of Service

*Why wait ..... if you want organisational and personal success, and increase productivity by 88%, contact us now!*

At Lamberhurst we are business people like you. We have all held senior, often executive, positions in the corporate and public sectors. We have all the appropriate academic credentials you would expect from any business consultancy, where we differ is our approach. We pride ourselves on providing a pragmatic service and prefer the label Business Practitioners. We can advise across many functional disciplines, and are always focused on measurable business outcomes. We believe that there is no real alternative to sound business experience! Sometimes our services are delivered as discreet projects – researching and testing new markets, negotiating major contracts, and managing change programmes for example; and sometimes our services are delivered through your people – as mentors, guides and coaches.