



For executives and individuals who want to improve their performance.

What is Coaching?

“Coaching is unlocking a person’s potential to maximise their own performance. It is helping them to learn rather than teaching them.”

~ Sir John Whitmore

Executive coaching is the preferred choice of successful leaders who want to achieve greater success. Why? Because coaching is personal, targeted and focuses on future possibilities more than past mistakes. It is about stretch and challenge, achieving goals with least effort whilst having a champion, objective partner from outside the organisation to support your desired outcomes.

Key Objectives and Benefits:

- Help to focus on what you need or want to achieve and how you will get there
- Support and encouragement on the way
- Personal and timely feedback on how you are doing
- A quiet environment to think through and discuss your challenges and opportunities
- An opportunity to be stretched
- A very practical route to learning on the job

How does coaching work?

A programme is designed exclusively for each executive with their coach, so key development and focus areas are met. As explained above - typically the executive will meet with the coach for anything up to 2-hour sessions at a time, either face to face or by / Skype.

Longer sessions may also be relevant, especially in the case of the first contracting session or “shadow” coaching (i.e. observing an executive in meetings, with their team, or at a presentation).

Why does coaching work?

Many leaders are unsure of what leadership style they should adopt or are expected to have and want to move toward leadership solutions which work best for them. A coach supports this transition, determining which facet of leadership is best suited to an individual.

Coaching focuses on desired aspirations and outcomes. Better goals that make sense to the organisation and the individual are set.

Motivation and commitment are dramatically increased when the candidate makes their own decisions and finds their own solutions. A coach will encourage and harness this.

It's too easy to get stuck in a routine way of doing things - life and business can get in the way or take over. This is human nature. A coach can help an executive stay on track for their most important focus areas – helping them to do what's important – Not just what's urgent.

Leaders often find they are too involved in situations to be fully objective or completely able to explore all possible solutions. Coaching uncovers options and opens the lid on thinking. A coach will ask questions clients may not think of asking themselves.

Coaching is completely private and confidential, and leaders will discover a freedom to talk openly in a way that is not possible within the business.

What does it take for coaching to succeed?

Success will depend on building a trusting, confidential relationship between coach and the candidate. Equally, it requires a high degree of openness to learn, to be vulnerable at times when moving beyond one's comfort zone, and a willingness to try new things.

Poisson Rouge coaches take a personalised approach to working with an executive, to build the rapport and trust that is absolutely essential for success. Equally, they know how to strike the right balance between challenge and support, to enable an executive to play a bigger game and make long lasting changes.

Duration:

Programme duration varies according to the needs and requirements of the individual and the host company. As a standard we propose 6 sessions to be delivered over a 6-month period (Programme Min 4 sessions). Following review and progress the programme is amended and in some cases extended to suit the requirements of the individual. While successful leaders recognise that their continuous development is ongoing, stepping up into larger leadership roles takes time.

Each session is targeted to be a 1 - 2 hours in length with at least half being face to face (at an external venue not in the place of work.) Non - face to face sessions take place over Skype (again the coaching candidate is recommended not to be at work during these sessions).

We allow flex with session duration as some early sessions can benefit from being slightly longer. Locations can be anywhere to suit (travel and facility costs will be added as required although in London there are no venue costs as we tend to hold sessions at one of the Soho House group properties of which we are members)

Remote Coaching Support:

Remote support via short 'Top-Up' telephone conversations between face to face sessions are offered at the coaches discretion and are free of charge.

Psychometric Instruments:

Psychometric instruments may be used to establish behavioral preferences, emotional intelligence, team role etc. The decision about which instrument are used (if at all) will be a discussion between the coach and the candidate.

Final Review:

A final '*Sustain and Build*' review session will be held at the end of the programmes' 1st cohort (ie after the initial 4 or 6 sessions) to consolidate the learning and agree next steps.

Confidentiality:

The relationship between coach and candidate is a very personal one and is based on a platform of total trust and confidentiality. We are more than happy to participate in Non-Disclosure Agreements as appropriate although we are rarely asked to do so.

The development relationship is only between the coach and candidate and no personal information will ever be shared or discussed either internally at Poisson Rouge or externally.

If a candidate is part of a coaching programme where a number of candidates from the same team or company are included then generic, key themes around team development (but not specific information about individuals) may be shared or discussed with the sponsors / stakeholders from the host organization as required.