

Coaching for Change Leaders

- Build change muscle faster with coaching



CHANGE IN PRACTICE

Lead and Land Better Change

Why this pack?

The pace of change is increasing and success rates are falling – building your skills as a change leader can improve your success rates by at least 40%. The good news is, those skills can be applied to all sorts of changes over your career.

Designed as a one-off session or a series, you will work with one of our Senior Consultants, all of whom have been business change leaders and coaches for many years and worked on a wide range of types of change initiatives and in a wide range of sectors.

We work with you to pinpoint the critical skills needed and how to further develop them to lead yourself and your team through the current and future initiatives and deliver results.

Who is it for?

- Anyone responsible for leading their team to adopt and sustain change – from Team Leader to Executives and C-Suite.
- Project and Program Leads
- Change Practitioners

Deliverables

- 'Coaching Action Plan' created by the individual

Timeframe

Sessions can start within 3 days of payment – you can purchase 1 or multiple sessions.

Prerequisites

Contract signed and payment in advance for all sessions booked.

If coaching is to be offered as part of a leadership development program or specific project, a 1 hour briefing meeting or call with the Sponsor of this pack, prior to commencing.

Agreement that all coaching sessions are confidential.

Delivery format

Virtual via Zoom, Webex, Teams OR telephone. Face-to-Face/onsite is available and travel, accommodation and other expenses will be invoiced at cost.

Options

- Human Synergetics: LSI 1 & 2 can be incorporated into coaching if it has been rolled out within the organisation
- Face-to-Face: onsite for a minimum half day - 3 sessions maximum in half day
- Coaching Circles: 1 x 90mins session for up to 3 people
- Phone a Friend service: access to up to 8hrs tele-coaching as needed over 3 months

Prepare for Coaching (15mins)

- Consider what you are looking to achieve or what situation you need help with
- What outcomes do you need?
- Review Coaching Contract and Coaching Action Plan

Coaching session (an outline)

- Initial session:
 - Coaching contract
 - Desired Outcomes
- Targeted Development goals
- Situation, actions and outcomes
- Explore alternatives and resources
- Action plan
- Any next steps or follow up (if needed)