

Executive Coaching Services

Our Executive Coaching Programme aims to maximise the potential of leaders within the business. It focuses on optimising performance for the individual and for leveraging value for the business. Personal and professional growth is best achieved with an in-depth understanding of oneself. Such self awareness is the turning point in any meaningful change in behaviour.

One-to-One Coaching Service

This is a programme that is tailored specifically for an individual, to enable them to maximise their performance. It will often arise as a result of an individual being highlighted as a high potential candidate who requires some special one to one input. It can also arise when there are special circumstances in which an individual is operating, either exceptional business circumstances, or exceptional personal circumstances, and some advice, guidance and support is going to be beneficial.

The programme varies according to the person and according to the situation but will likely include an exploration of career history and the evolution of current competency behaviour, a review of current and future career vision, and a full evaluation of what goals are trying to be achieved with the programme. A series of sessions exploring those areas where barriers to the performance goals exist and whether they can be successfully managed typically follows. We use a number of tools and techniques to support our one-to-one coaching interventions if we feel that they will add value. These include 360 degree appraisal feedback, psychometric evaluation, capability and potential assessment, and career alignment instruments.

The business experience of all of our consultants is second to none. We understand working life, business cultures and the leadership challenges that people face, especially within the context of personal and professional growth and the challenges of career advancement and progression.

Our consultants are experts not only in business but in the science of people assessment and bring with them unique understanding of leadership and career management from the context of business psychology.





Team Coaching Service

Team coaching and facilitation can bring with it tremendous value to team performance. With the right mindset and in the right environment teams can deliver exceptional value and business contribution and this can be aided and accelerated with team coaching. We have brought significant benefit to teams in a variety of different ways. At the executive level we have worked with senior leadership teams to realign and reformulate business strategy and implement long term strategic action plans. We have helped teams in many other ways such as creating and communicating vision and direction within the leadership team, helping senior leaders to work with constructive challenge and in the building of trust, coaching senior leaders in strategic thinking and strategic influencing, as well as helping them to build team resilience and performance under pressure.

As with our individual coaching we use a number of tools and techniques to support our team coaching interventions if we feel that they will add value. Our key instrument is the ASTA – the Ashtead Smithfield Team Assessment. Other tools include 360 degree appraisal within the team, and team psychometric profiling.

The ASTA – Ashtead Smithfield Team Assessment

The ASTA taps into the team based factors that lead to high performance helping to unlock team potential and to create the conditions needed for exceptional performance. It is a benchmarked instrument allowing us to calibrate teams according to benchmarking norms. In turn this provides valuable information for team for analysing and diagnosing performance barriers and provides an ideal platform for team development and progression. It provides a comprehensive benchmarked evaluation of team performance and has the capacity to offer continuous value through regular use.

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