

 **What is coaching?**

Coaching is a skilled intervention designed to help you realise, reach, and perform to your full potential.

Coaching:

- ◆ Identifies your strengths, allowing you to use them more effectively
- ◆ Develops your ability to 'read' other people and situations, so that you can be more effective
- ◆ Creates extended mental maps of your situation, so that you have a greater range of possible responses to situations
- ◆ Increases your resourcefulness, helping build resilience, tenacity and purposefulness
- ◆ Is a safe space to explore challenging or puzzling events, allowing you to pro-actively prepare for the future
- ◆ Creates time for thoughtful, guided reflection, helping you bring the benefits of your experience to the challenges of tomorrow

 **When might I want to use your coaching services?**

People can benefit from a coaching relationship at many points in their working life. Experience suggests that some key points when coaching can be particularly valuable include:

- ◆ Following (or in anticipation of) a promotion
- ◆ When given a new assignment
- ◆ For those new to the management role
- ◆ When there are specific difficulties with staff or team
- ◆ When offering leadership in a complex situation
- ◆ When working on complex issues
- ◆ If you have a strong desire for personal development
- ◆ If you are experiencing a career crisis

◀ If I engage you as a coach, what can I expect?

I tailor my approach to the individual needs of each client. However in general, working with me you can expect:

- ◆ An initial meeting free of charge to establish whether I am the right person for you
- ◆ Purposeful conversations, with you and your concerns as the clear focus
- ◆ Skilled inquiry into your situation that helps you develop new ideas and approaches
- ◆ The use of other tools, such as psychometrics, skill practice, reading materials, facilitated conversations with others, as appropriate to your needs
- ◆ Regular reviews of the effectiveness of the process and the appropriateness of continuing

◀ What about if I need more than one coach?

If you are looking for a team of coaches to support people in your organization I can help. I have an extended coaching service as part of my [Appreciating Change](#) business. Please visit the website for more details of our team, or give me a ring.

◀ Useful further links

For more information on coaching in general, and our approach in particular, you might like to look at these short articles

[Coaching for business success: Key principles \(JT sept 02\)](#)

[Who is the big bad wolf in your story? Fairy tales in coaching \(May 02\)](#)

[Strengths based development: how to do it \(blog\)](#)

Make a difference now. Call me on 020 8293 0017, or [email me](#) to find out more about what Jemstone Consultancy team development can do for you or your colleagues.