



Leadership Coaching

GUIDELINES & PACKAGES



WWW.TALANTA.ME.UK

Gemma Hogan | 07791 863092 | gemmahogan@talenta.me.uk



What?

Leadership coaching is a personalised & collaborative process designed to help you enhance your leadership skills, effectiveness, & overall performance in a professional setting.

It involves working with a trained & experienced coach who partners with you (the client) to identify your strengths, areas for growth, & goals related to leadership development.

The primary focus of leadership coaching is to support you in improving your:

- Leadership abilities
- Decision-making
- Communication skills
- Emotional intelligence
- Strategic thinking
- Other essential competencies

The coaching relationship is built on trust, open communication, & a commitment to personal & professional growth.



What?

- **Assessment & Goal Setting:** We begin with an assessment of your current skills, strengths, weaknesses, & challenges. Based on this assessment, we'll collaboratively set specific goals & objectives for the coaching engagement.
- **Action Planning:** We will work together to develop a customised action plan that outlines strategies, techniques, & activities to help you achieve your goals. This plan may include exercises, assignments, & targeted skill development activities.
- **Regular Coaching Sessions:** During your sessions, I will provide guidance, support, feedback, & encouragement to you as you work towards your goals. These sessions are a safe space for you to discuss challenges, reflect on experiences, & explore new approaches to leadership.
- **Skill Development:** Leadership coaching often involves skill-building exercises & techniques designed to enhance specific leadership competencies. This might include improving communication skills, conflict resolution abilities, decision-making processes, & emotional intelligence.



What?

- **Feedback and Reflection:** I will provide constructive feedback to you based on observations & discussions. This feedback will help you to gain insight into your behaviours, attitudes, & performance, enabling you to make positive changes & improvements.
- **Accountability and Progress Tracking:** I will help you to stay accountable to your goals & commitments. Progress is tracked over time, & adjustments are made to the coaching plan as needed.
- **Sustained Growth and Development:** Leadership coaching aims to facilitate lasting behavioural changes that lead to improved leadership effectiveness & personal growth. The goal is to empower you to thrive in your role & contribute positively to your organisation.

Leadership coaching is often utilised by executives, managers, team leaders, & individuals in leadership positions across various industries. It can be beneficial for addressing specific challenges, navigating career transitions, developing leadership presence, & fostering a positive work culture.



Why?

Here are some signs that indicate you might benefit from working with me:

- **Skill Enhancement:** You want to develop & refine essential leadership skills, such as communication, delegation, conflict resolution, decision-making, time management, & problem-solving.
- **Self-Awareness:** You want to gain a deeper understanding of your strengths, weaknesses, values, & leadership style. This will enable you to make more informed decisions & leverage your strengths effectively.
- **Emotional Intelligence:** You want to focus on developing emotional intelligence, which involves understanding & managing your own emotions & those of others. High emotional intelligence can help you to navigate complex interpersonal dynamics & build stronger relationships.
- **Confidence Building:** You need a supportive environment to build confidence in your abilities, particularly when facing challenges, making tough decisions, or leading in unfamiliar situations.



How do I know if I need a Leadership Coach? *cont...*

Why?

- **Adaptability:** You want to become more adaptable & agile in your approach to leadership. This is crucial in today's rapidly changing business landscape.
- **Strategic Thinking:** You want to think more strategically, make long-term plans, & align your actions with organisational goals.
- **Communication Skills:** You want to refine your communication skills, ensuring clear & impactful messaging with team members, peers, & stakeholders.
- **Conflict Resolution:** You want strategies for handling conflicts & disagreements constructively, and for fostering a more harmonious & productive work environment.
- **Decision-Making:** You want to develop a structured approach to decision-making that takes into account various factors & potential outcomes when faced with complex decisions.
- **Team Building:** You want to build & nurture high-performing teams. This includes fostering collaboration, motivating team members, & promoting a positive team culture.



**How do I
know if I need
a Leadership
Coach?** *cont...*

Why?

- **Work-Life Balance:** You want to manage your time & priorities more effectively, leading to better work-life balance & reduced stress.
- **Goal Achievement:** You want to have clear, achievable goals with guidance & support toward achieving these.
- **Feedback & Continuous Improvement:** You want to improve through regular feedback & identifying areas for growth.
- **Crisis Management:** You want valuable guidance & strategies to help you navigate difficult situations, i.e., during times of crisis or organisational challenges,
- **Career Development:** You want help in identifying opportunities for advancement & aligning your skills with your long-term goals.

By working with me, you will get a personalised & tailored approach to leadership development, empowering you to become more effective, influential, & successful in leading your organisation.



What should I expect from a Leadership Coach?

How?

- **Personalised Approach:** Coaching is tailored to your specific goals, needs, & challenges. I will work with you to create a customised plan that addresses your unique leadership development journey.
- **Confidentiality:** Coaching sessions are completely confidential, I will provide you with a safe space to discuss sensitive topics, challenges, & personal insights.
- **Clear Goal Setting:** At the beginning of the coaching relationship, we will collaborate to establish clear & achievable goals for your leadership development. These goals will guide the focus of your coaching sessions.
- **Regular Sessions:** We will have regular one-on-one sessions, the frequency & duration of these sessions will depend on your goals & the coaching plan.
- **Open and Honest Communication:** Effective coaching relies on open & honest communication between us. Be prepared to share your thoughts, experiences, & challenges openly so that I can provide valuable & meaningful guidance.



What should I expect from a Leadership Coach?

Cont...

How?

- **Feedback and Reflection:** I will provide constructive feedback & encourage self-reflection. This feedback will help you gain insights into your behaviours, attitudes, & actions as a leader.
- **Skill Development:** Coaching sessions often involve skill-building exercises, role-playing, & practical techniques to enhance your leadership skills. I will assign tasks or activities to help you practice & integrate new skills.
- **Challenging Assumptions:** I will challenge your assumptions, perspectives, & beliefs to help you see situations from different angles & expand your thinking.
- **Accountability:** I will hold you accountable for the goals you've set & the actions you've committed to taking. This accountability will help you stay focused & motivated to make positive changes.
- **Progress Tracking:** Throughout the coaching engagement, I will track your progress toward your goals. Adjustments to the coaching plan may be made based on your evolving needs & progress.



What should I expect from a Leadership Coach?

Cont...

How?

- **Supportive Environment:** I will provide a supportive & non-judgmental space where you can openly discuss challenges & setbacks. I am there to guide, encourage, & empower you.
- **Self-Discovery:** Leadership coaching often leads to self-discovery, helping you uncover your strengths, values, & potential as a leader.
- **Long-Term Impact:** The ultimate goal of leadership coaching is to facilitate lasting behavioural changes that positively impact your leadership skills & effectiveness over the long term.
- **Empowerment:** I will empower you to take ownership of your leadership development & make proactive changes to achieve your goals.
- **Continued Growth:** Even after the formal coaching engagement ends, the insights, skills, & strategies you've gained can continue to influence your leadership approach & contribute to your ongoing growth.

Leadership coaching is a collaborative process, & your active participation & willingness to embrace the coaching process will significantly influence the outcomes you achieve.



In addition to 1-2-1 coaching sessions, you have the choice of some additional self-awareness tools dependent upon which coaching package you choose.

- **Strengths Profile:** The Strengths Profile will reinforce and/or help you to discover strengths you use & enjoy, or don't use as often, as well as things you do well but may not enjoy, and things you find hard & don't enjoy.
- **Emotional Intelligence (EI) Assessment:** The Emotional Capital Report (ECR) will reinforce and/or help you discover which EI competencies are an existing strength & provide strategies for enhancing other less developed ones.
- **EI 360 Feedback Assessment:** The ECR360 Report includes the above, in addition to feedback from your manager, peers, direct reports & other colleagues. This helps you to realistically assess strengths & gaps.

Refer to the following pages for more details...



Strengths Profile

A strength is something we perform well at, conduct often & feel energised by, it's our 'authentic self at our best.'

By utilising our strengths we feel happier, more engaged, more confident, & more able to achieve our goals. We feel motivated to do greater work & become more productive as an individual, within a team & our organisation.

There are 60 strengths in Strengths Profile which will help you to discover your:

- Realised strengths
- Unrealised strengths
- Learned behaviours
- Weaknesses

When we don't know what our strengths are, we waste valuable time on things that drain us.



Emotional Intelligence

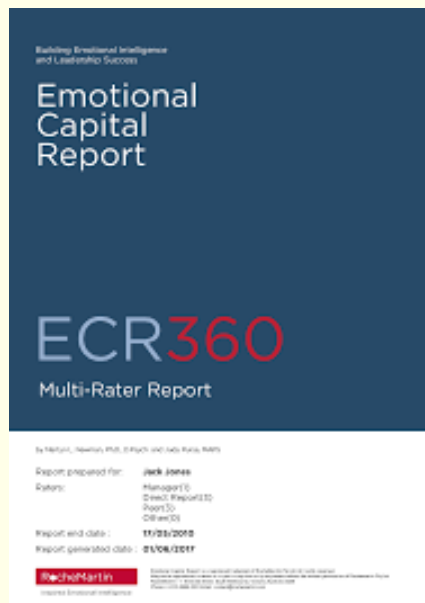
- RocheMartin ECR

The Emotional Capital Report (ECR) scores against 10 Emotional Intelligence skills that research has found to be linked to leadership & professional performance, namely:

- Self-knowing
- Self-confidence
- Self-reliance
- Self-actualisation
- Straightforwardness
- Relationship skills
- Empathy
- Self-control
- Adaptability
- Optimism

The report includes:

- Tailored coaching strategies for developing emotional intelligence & leadership skills.
- An action plan & personal blueprint for systematically building emotional intelligence.



Emotional Intelligence 360 Feedback

- RocheMartin ECR360

The ECR 360 multi-rater report uses a broader evaluation methodology which is an insightful tool for:

- Leadership development programmes, Executive coaching & personal development.
- It involves a simple, self-directed online management tool for setting up raters including Managers, Peers, Direct Reports & 'Other' categories.

The report includes an ECR as above, plus:

- Rater scores compared to 'Self' scores to yield a gap analysis and an understanding of differences in self/other perception.
- Includes a verbatim section that allows raters to elaborate on responses.

Leadership Coaching Packages

1

Leadership Coaching Package

1 x 75 minutes of 1-2-1 coaching
5 x 60 minutes of 1-2-1 coaching

£1,200

2

Coaching & Strengths Package

Strengths Profile & coached feedback
5 x 60 minutes of 1-2-1 coaching

£1,350

3

Coaching & ECR Package

ECR Profile & coached feedback
5 x 60 minutes of 1-2-1 coaching

£1,350

4

Coaching & ECR360 Package

ECR360 Profile & coached feedback
5 x 60 minutes of 1-2-1 coaching

£1,500



Get in touch today...



07791 863092

GEMMAHOGAN@TALENTA.ME.UK

**CHECK OUT CLIENT FEEDBACK AT:
WWW@TALENTA.ME.UK**

Career & Leadership Coach, NLP Master Practitioner