

azure

IMPROVING LEADERSHIP PERFORMANCE
...THROUGH INSPIRATION

Personal Leadership Coaching

Ensuring the leaders within your business are operating with maximum effectiveness is probably the single most important thing you could do right now.

We all know that it's the style of the leaders within an organisation which influences the amount of discretionary effort your employees are willing to expend. Just imagine what that's worth. What's the value of having each one of your team put in that little bit more than they absolutely have to?

The problem for any leader, however, is finding the time and space to concentrate on their own development to ensure they are really effective. There's also that tricky question of where to go for the right kind of development, and how to do it. A short programme of leadership coaching could be the solution. Azure Consulting provides one to one coaching for leaders at all levels within an organisation.

First, we'll meet with you to discuss your needs and some of your issues. We may also make some kind of assessment of your leadership style and impact using a 360o feedback tool.

Through listening and questioning we'll help you to understand more about you and your character and how it differs from others. In doing so we'll help you make choices about changes you can make to ultimately get the most out of your staff.

But it doesn't stop there.....The ability to use coaching skills in the workplace is the most cost effective way to get things done and to provide learning and development opportunities to others. By mastering how to encourage people to focus on their real experiences and take responsibility by thinking through their potential actions, coaching builds empowerment and delegation.

We teach the art of coaching in two ways; one via an accredited ILM qualification programme and the other by using a bespoke workshop approach designed specifically for your organisation.

Whichever route you choose, at the end of the programme participants will be able to:

- Identify situations where a coaching approach would be beneficial
- Know how to use a variety of techniques to identify development needs
- Motivate people to learn
- Use a simple framework to execute a successful coaching session
- Use rapport building, questioning, listening and feedback skills effectively
- Handle challenging situations which may arise during coaching
- Plan and implement a real coaching programme with a team member or colleague