

COACHING FRAMEWORK



A FRAMEWORK FOR IMPLEMENTING COACHING SOLUTIONS



TABLE OF CONTENTS

About The Leadership Coaches	04
One-to-One Leadership Coaching	06
One-to-One coaching framework	08
Sponsored Coaching Approach	09
Making Life Easy	11
Our Testimonials	13

ABOUT US

The Leadership Coaches is led by leadership and management development expert Zoé Lewis. With over 20 years in leadership and management development, working with global organisations and developing talent from C-Suite to the front line, Zoé set up The Leadership Coaches with a mission to help organisations invest in the right, long-term solutions, that make a sustainable impact in the business, rather than any sticking plaster approaches.

She often turns down work, due to high standards and a requirement from the organisations that they are truly committed to the results they seek.

Zoé is known for her discerning approach to recruiting only the best coaches. After applications from over 150 leadership coaching associates, just 20 are able to associate themselves with The Leadership Coaches.

Our coaches are robustly checked: Level 5 or above Coaching Qualifications, they have coached at C-Suite/Executive level, Zoé personally checks 2 of their references and these cannot be for pro bono work, each coach must maintain regular coaching supervision with an accredited coach supervisor, plus they have access to over 40 psychometrics across the team of coaches.

OUR VALUES AND ETHICS

We are led with the right principles for evolving great businesses and looking after our world. Our values are:

- **Exceptional service**
- **Act with integrity**
- **Social Responsibility**
- **Living diversity, equity, and inclusion**

We are proud members of 1% for the planet and our partner charity is Wen, the Women's Environmental Network, for whom we provide complimentary confidence workshops and make regular donations of 1% of our turnover.

ABOUT US CONTINUED



Our Purpose

To help organisations create an environment where their leaders can thrive and inspire their teams to deliver outstanding results for all stakeholders.



Our Mission

To provide tailor-made coaching, leadership and management solutions to individuals and teams within medium and large organisations.



Our Vision

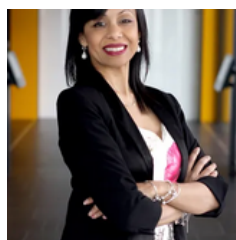
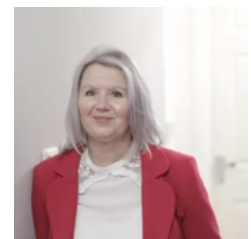
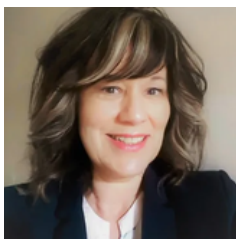
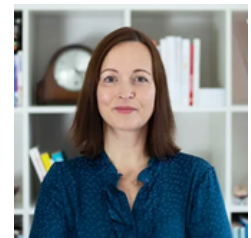
To be recognised as the world-class provider of coaching for transformational change leadership.

"Zoé is extremely warm and compassionate. She was really in tune with the way I felt and able to provide me with much more clarity and direction. I can highly recommend Zoé for any of your coaching needs."

MEET OUR COACHES

Hand-picked by CEO Zoé Lewis, our coaches are passionate individuals. Having worked across a wealth of industries, our coaches are experts in maximising potential regardless of the industry.

All of our coaches are members of professional coaching bodies, such as EMCC, ICF, AoEC, and CIPD.



ONE-TO-ONE LEADERSHIP COACHING



ONE-TO-ONE COACHING

Leadership coaching is our niche, hence the name The Leadership Coaches. Zoé (CEO) researched what clients want from their leadership coaches and rigorously recruited based on this to provide the perfect mix of leadership coaches who are credible and achieve effective results through work with organisational leaders.

WHAT IS LEADERSHIP COACHING?

A trusted, open, and honest partnership between a coach and a leader, in which the leader has a goal that they wish to achieve and/or something they need to overcome or work around to achieve their goal.

These goals relate to areas of executive life, from strategic leadership to interpersonal relationships, to influencing stakeholders, gaining people engagement, and other significant areas of leadership, not least, leading one's self.

The coach provides a safe space for the executive to share their thoughts, objectives, and challenges. The coach provides a balance of support, challenge, and accountability for the leader and uses practiced questioning, listening, and coaching mastery techniques to enable the coachee to effect impactful change.

The coach, coachee, and often, a sponsor, will agree on the expected outcomes of the coaching and that forms the basis of the purpose of the coaching, during each session the sessional objective is identified, whilst keeping the bigger picture goal in mind.

Coaching sessions are often held virtually via video software, via telephone for a walk-and-talk coaching experience, and also face-to-face in a confidential space. Each session is approximately 60-90 minutes.

ONE-TO-ONE COACHING FRAMEWORK

Whilst each coaching partnership has its uniqueness, the coaching framework is similar for most coaching solutions.

1. Complimentary coaching sessions

- One-to-one 30-minute virtual chemistry calls with one or two of our leadership coaches, during which the coachee shares their goals and barriers/challenges, the coach establishes the coachee's commitment and they both establish if the 'chemistry' is in place for an effective coaching partnership to effect change.

2. Contracting

- Sometimes a one-to-one with the coach/coachee, and on other occasions a triad coaching arrangement including the coach/coachee/sponsor. During contracting each person's roles, responsibilities, and expectations are established.
- Measurement of the coaching is agreed upon and set points/techniques are agreed upon.

3. Measurement

- Depending on what has been agreed, this may include 360° feedback, individual psychometric assessment, stakeholder interviews, and other techniques for measuring the start point.

4. Coaching

- Individual coaching sessions and real-world application of action, knowledge, skills, and/or behaviours.

5. Mid-point review

- Using agreed measures, the mid-point review reflects the progress made, and any gaps and confirms/establishes new goals for the next phase of coaching.
- Coachee provides anonymous feedback to The Leadership Coaches about their experience to date.

6. Coaching

7. End-point feedback and review

- Using agreed measures, the end-point review reflects the progress made, any gaps remaining, and suggested next steps. Both coach and coachee review the coaching partnership, citing success and key learning points.
- Coachee provides anonymous feedback to The Leadership Coaches.

SPONSORED COACHING APPROACH



SPONSORED COACHING

Working with a sponsor provides an internal view from the business about progress and develop areas for the coachee. A sponsor is typically someone in the business who has regular oversight and interaction with the coachee in so much as they can provide 'the business eye'. The sponsor never meets the coach alone, always with the coachee, so the communication is transparent and the coachee has psychological safety that the coaching is between them and their coach.

A TYPICAL SPONSOR PROGRAMME JOURNEY

1. Chemistry calls - 30 mins (complimentary)
2. Contracting session - 60 mins
3. Sponsor session - 60 mins (coach, coachee and sponsor)
4. Coaching session 1 - 60 mins
5. Coaching session 2 - 60 mins
6. Coaching session 3 - 60 mins
7. Sponsor session - 60 mins (coach, coachee and sponsor)
8. Coaching session 4 - 60 mins
9. Coaching session 5 - 60 mins
10. Coaching session 6 - 60 mins
11. Sponsor session - 60 mins (coach, coachee and sponsor)

MAKING LIFE EASY



MAKING LIFE EASY

We have the following resources for our clients to manage the coaching process via our dedicated private Coaching Portal.

- **Coachee preparation document** - this also serves as a business case template as to why the coachee feels that coaching is a suitable solution and provides the ROI/E for the business to decide if it's an effective solution.
- **Sponsor preparation document** - this compliments the above from a stakeholder perspective.
- **Coachee/coach agreement** - confirms roles and responsibilities in the partnership.
- **Coach/sponsor agreement** - confirms the roles and responsibilities of both parties.
- **Mid-point coach/coachee/sponsor review documents** - for all parties to review progress made/next steps.
- **Mid-point and end-point feedback questionnaire for the coachee** - this provides feedback to The Leadership Coaches to confirm whether coaching is having the desired effect and provides an opportunity for review of the coaching partnership.

BESPOKE SOLUTIONS WITH PSYCHOMETRICS

We have a wide range of psychometric assessments and 360° tools which can be added to coaching packages if required.

FULLY MANAGED BOOKING SERVICE

We can provide your participants with the full range of booking services from arranging the initial chemistry sessions to the triad coaching discussions and the one-to-one coaching sessions. Leave it in our capable hands and we will be happy to service your needs.

TESTIMONIALS



OUR TESTIMONIALS

Here at The Leadership Coaches, we have helped others improve and employ their skills in the real world. But don't just take our word for it. Read some of our reviews below.



Sukhy

"Thanks so much for creating such a fantastic coaching experience – I got a lot of personal growth and value out of it. Sukhy is a thoughtful and experienced coach who helped to shape and deliver a Women's Leadership Programme at Accenture. I have been working with Sukhy and I can definitely say that her tools and insights have helped me overcome self-doubt and achieve more in my career than I believed was possible myself."

Director, Professional Services



Ian

"We as a company are currently in a stage of rapid growth and with this comes challenges and change. Some of our leaders have to adapt to new roles, with new clients, staff and expectations across the company within very short timescales. Ian has been instrumental in bringing about change with our leaders and equipping them for new leadership challenges. He has credibility and capability as a coach, and leaders report that he is able to provide a high level of direct challenge in a safe and secure context. From our perspective, the change in our leaders has been significant."

HRD, Education



Carol

"Your coaching style allowed for a relaxed environment and created the opportunity for me to lead on finding the solutions to dealing with my obstacles. It brought me back to focusing on my core values and became the catalyst for reframing of my thoughts and feelings in such a way that I have become a lot more positive about my direction. I have a strong sense of discipline, and therefore trust my assurance to self that I will maintain the progress achieved over the course of the coaching sessions."

Senior leader, Private

To see our full selection of coaches, please visit our website www.theleadershipcoaches.co.uk



This has been designed and sent electronically to reduce paper waste. If you wish to print this information, please remember to recycle once you have finished with it.