

## Individual Coach / Mentoring for Accelerated Development

LeaderShape Coach/Mentors have all undertaken formal training in coaching and facilitation and have backgrounds as business leaders at Chief Executive or Board level. Coaching programmes are flexible in delivery and can include telecoaching as well as face to face meetings. All programmes include reasonable access to your coach/mentor by telephone or email between sessions.

### Our Background Benefits Our Clients

Being business leaders enables rapid understanding of the key issues of your organisation. It helps us to shape and hone the questions and challenges we pose to you as a client to transform performance and behaviours. It brings fresh perspectives and alternative interpretations based upon personal experience and provides focus on sustainable performance and results.

### Evaluating the Impact

The LeaderShape approach includes evaluation of the impact of the work we do. We track progress against desired outcomes with the client. With the client, we can provide feedback to the Sponsor Organisation using an evaluation based upon the Kirkpatrick Four Level model for assessing Training Effectiveness at predetermined agreed points in the programme.

### Supervision & Ethics

LeaderShape is an active corporate member of the EMCC and abides by its Code of Ethics. All members of the LeaderShape Faculty have access to regular Supervision and Continual Professional Development.

***“The straight talking, business focused approach to Executive coaching has provided great results for us. It’s a pleasure to work with such a professional, who is as keen on evaluating her own results equally as much as the client”.***

**Peter Collyer** VP Disney Consumer Products, The Walt Disney Company

### Situations where our coaching adds value include:

- Accelerated effectiveness for new senior appointments
- Leadership development
- Managing change
- Support and focus in challenging situations

***“The LeaderShape coaching programme has allowed me to develop my leadership style. The benefits have given real momentum both in self development and in allowing other leaders in the business to further develop themselves”.***

**Simon Forster** - SVP Merchandise TKMaxx