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Consult CoCreate Deliver

In addition to strong training and development programs, coaching plays a valuable role in developing and engaging talent day to day, leading to a broad range of benefits such as empowered employees, improved performance, and higher engagement.



Coaching for Projects, Progress and Performance

Coaching is a process that aims to improve performance and focuses on the 'here and now' rather than on the distant past or future. Coaches believe that the individual always has ideas and opportunities to resolve whatever is holding them back but understands that they may need help to define their goals, set their path, and achieve their success. Coaching is about listening, reflecting, asking questions and unlocking THEIR potential.

Typically, the discussion may be about [1] personal management or leadership skills [2] goals, objectives and performance [3] personal or team development or processes. Or this may be Ad-hoc coaching, ie not specifically tied to predefined goals (project, career, team goals) or other specified outcomes.

A corporate coaching programme may involve 5 sessions, each of 1 hour, over 3 months with a mid-point and end-point review against the agreed milestones and measures of performance.

The Benefits of Coaching in Organizations:

- Empowers individuals and encourages them to take responsibility
- Increases employee and staff engagement
- Improves individual performance
- Helps identify and develop high potential employees
- Helps identify both organizational and individual strengths and development opportunities
- Helps to motivate and empower individuals to excel
- Demonstrates organizational commitment to human resource development



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The Personal Benefits of Coaching

The personal benefits of coaching are as wide-ranging as the individuals involved. Numerous clients report that coaching positively impacted their careers as well as their lives by helping them to:

- Establish and take action towards achieving goals
- Become more self-reliant
- Gain more job and life satisfaction
- Contribute more effectively to the team and the organization
- Take greater responsibility and accountability for actions and commitments
- Work more easily and productively with others (boss, direct reports, peers)
- Communicate more effectively



Measurable Benefits

The coaching Intervention was effective in increasing individual levels of wellbeing, transformational leadership and goal attainment for those coached. The quality of interaction also shifted however, while the Coachees themselves felt that their interactions had improved, others saw this shift as negative. Regardless, how closely connected others were in the system to those that were coached the more likely they were to experience improvements in wellbeing, leading to a coaching ripple effect.

Full details of the research are available for free download in an article printed with in the Psychology of Well- Being <http://www.psywb.com/content>

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About Your Coach

Former high-performance athlete at Commonwealth Games and World Champs, also 2 x GB British Coastal Rowing Gold Medallist. Now an experienced Management Consultant and Project Manager, used to working with people and teams helping them achieve their goals.

- Management Consultant MBA
- APMG Change Practitioner
- PRINCE2 Project Manager
- International Coaching Federation ICF Trained Coach
- IoD UK Business Mentor
- Chartered Management Institute Tutor for Level3,5&7
- Experienced team and change facilitator
- Performance Sports Coach - Rowing and Triathlon
- Qualified Personal Trainer



What Clients Say

"I have really enjoyed working with Tim for a few sessions. After the chaotic 2020 we have all experienced, the thoughts in my head felt like the insides of a tumble dryer. I knew I had the solutions for some of the challenges I was experiencing, I just couldn't tease them out. Speaking with Tim helped me to unravel some of the strands of my thinking and follow them through to identify several potential options as well as talk through the role I play in each scenario. Having someone listen without judgement and ask inciteful questions was invaluable at the time that I needed it the most. I have recommended him to others." [Anon. Manager, Education and Learning]

I found Tim's approach to coaching extremely helpful in exporting ideas and thinking of solutions. Tim really helped me to identify the cause of a particular stumbling block I had, thus enabling me to address it and move forward. [Anon. Manager, Jersey Charity]



Coaching, Mentoring, Facilitation and Mediation
toward practical solutions for everyday Life, Work, Home and Purpose
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Tim's approach will always help you explore and reveal more options and solutions. Tim knows how to motivate and guide you to find and achieve your goals. His ideas and way of thinking are built to help you eliminate any challenges you might face. Happy to have worked with him and would warmly recommend to anyone.

*[Cosmin Saltan
cosmin@seeforward.co.uk]*

Tim's style, manner and pragmatic approach has been very valuable. His contribution will have a positive and lasting effect on the way we work as a team. [AH 2020]

What was particularly helpful was the use of a coaching and collaborative style that kept us in the driving seat, but allowed us to call on Tim's experience at strategic intervals. We believe this allowed us to achieve in 6 weeks what might otherwise have taken 6 months. [MO 2020]

Contact

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