

COACHING FOR PEOPLE WITH POTENTIAL

- **Do you have management and leadership talent that needs honing in your organisation?**
- **Do you have rising stars with unrealised potential?**
- **Do you have highly capable managers who get stuck on people problems?**
- **Do you need people to achieve more with less time using fewer resources and processes?**

If the answer is yes, then coaching could be the perfect development solution for these types of people. It's easy to fit in to busy working lives, it targets individual development needs precisely and it generates immediate and positive changes in behaviour and effectiveness.

Thinkfreer coaches people in organisations to be the best that they can be, to be fully self-expressed and to be highly effective in managing the intricacies of all their key working relationships. Our highly experienced coaches work with teams and individuals in all professional and business specialities. We have coached in organisations including:

- BAE Systems (Land Defence Systems)
- Bombardier Transportation
- Bond Solutions (IT Services)
- Granada Learning (on-line Assessment)
- Greggs
- Nexus (Passenger Transport Executive)
- Nike UK
- Siemens
- Twinings
- Various local and national Universities
- Various NHS Trusts

We combine excellent listening and appreciative enquiry techniques to promote insight, creativity and energy for positive action. Where appropriate, we incorporate widely recognised frameworks such as the Myers Briggs Type Indicator (MBTI), Neuro-Linguistic Programming (NLP), the Lifestyles Indicator (LSI) and Firo B to enable coachees to explore their personal influencing styles. We are also licensed practitioners of the Aston Team Performance Inventory (ATPI) which we introduce when coaching work-based teams.

All our coaches are trained and qualified in coaching best practices with professional bodies including the Chartered Institute of Personnel and Development (CIPD); The British Psychological Society (BPS); The Association for Coaching; and The Coaches Training Institute (CTI).



Coaching is a highly accessible and cost-effective investment in management and personal development

We create 'head space' for people to address the work issues that are most important for them, their teams and organisations. It's protected time to think, to explore options and to work out highly pragmatic action plans that can be immediately applied – that same day if necessary.

Typically we find our clients want to work on challenges such as:

- Devising tactics for handling specific people issues and other challenges that arise in work (and in life generally)
- Preparing to be their best at a forthcoming meeting or presentation
- Trying out new ideas, techniques and skills to improve personal effectiveness in working relationships



In native Canadian Inuit tradition, Inukshuks offer people guidance, protection and assistance on their way.

- Learning how to constructively influence others, without compromising important values
- Building the personal skills that will sustain people through transitions to greater responsibilities and new roles
- Identifying how to maximise their energy and fulfilment in various aspects of work and life.

Coaching is confidential between coach and coachee. However, where we coach a

number of individuals within one organisation, we will produce coaching evaluation reports based on the collective feedback of all participants.

Coaching is a highly accessible and cost-effective investment in management and personal development. We provide time and space to think, to be creative and to build confidence, without requiring days out of the office and the complicated logistics of group training.

For an exploratory meeting or to arrange a free-of-charge sample coaching session for an individual,

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