



TRANSITION
coaching



HIGH POTENTIAL
coaching



PERFORMANCE
coaching



EXECUTIVE
coaching



EXECUTIVE TEAM
coaching

In challenging times, does your company want to think differently and change behaviour?

Our coaching approach **challenges current thinking** to help individuals make sense of themselves or situations, supports them to **expand the boundaries** of what is possible, resulting in **improved business performance**.

In challenging times, do you want to prioritise where you invest your development budget and be more creative in how you develop your key people?

We provide coaching for specific groups of people at key moments in their development.

“The significant problems we have, cannot be solved at the same level of thinking with which we created them.”

Albert Einstein

Our approach

Step 1	Meet the coach with no obligation
Step 2	Agree a clear contract of what you want to achieve from the coaching – objectives – measures - confidentiality
Step 3	Three to six coaching sessions – 1-2 hours each
Step 4	Review and agree next steps

Depending on requirements, we provide personality profile diagnostics, 360° feedback profiling and ongoing phone and email support.

We ensure we create clear agreement on roles and responsibilities, confidentiality and outcomes between the coach, the coaching client and the organisation sponsor. We focus on behavioural change and clear actions at the end of each session. We challenge and support in order to help people think differently and make better decisions

What our clients say about our approach?

I have always had an aversion to "management speak" and felt sceptical about coaching but I can thoroughly recommend Robert Adam as someone who is very astute, practical and tough. He has helped me to be ready to deal with difficult issues with his "jargon free" approach. **CAPSTICKS**

Represent have the great ability of not putting up with any nonsense without ever coming across as aggressive or intolerant. Constructively challenging. Working with Represent can be life changing, as long as you are prepared to put the work in yourself. **APPLEYARDS**

Through recognised coaching techniques Rosemary has helped me to work more effectively in my role & to determine the building blocks required to further my career. She has an open, natural style & my meetings with her are always enjoyable, challenging & productive. **COSTAIN**



TRANSITION coaching



For individuals who have recently moved into a new role or new company

- > How do you make an impact as quickly as possible?
- > Do you need to understand the culture of your new company and work out how to make things happen?
- > Do you understand who the key players are and how to develop better working relationships?
- > What are your priorities for the first 90 days?

HIGH POTENTIAL coaching



For individuals who are preparing for that next role and have the motivation to achieve excellence

- > What are your next steps?
- > How well do you know what is expected of you in your next role?
- > How aware are you of your strengths and areas for development?
- > Are you maximising your strengths?
- > Do you know how to develop the skills you need?

PERFORMANCE IMPROVEMENT coaching



For managers who are not realising their full potential

- > Do you need help with your management style?
- > Do you have difficulties in managing a particular situation or individual?
- > How aware are you of your impact on those around you?
- > How well do you translate good intentions into action?
- > How clear are you about what your stakeholders need from you?

EXECUTIVE coaching



For leaders who are responsible for delivering high performance through their teams

- > Are you seen as a leader that people want to follow?
- > What would your team say about you as their leader?
- > Do you inspire others to produce their best?
- > Do you need more time for quality thinking?
- > Do you need a confidential sounding board?

EXECUTIVE TEAM coaching



For Boards and Executive teams who need to work as one team to deliver business results in a challenging market

- > Does the team collaborate or compete with each other?
- > Do individuals work at the right level?
- > Does the team use the individual's skills and expertise to the best advantage?
- > What level of challenge and feedback exists in the team?
- > What value does this team add to the company?