

# LEADERSHIP COACHING FOR GROWTH AND IMPACT



Our **leadership programmes for Education and other Public Sectors** are comprised of a range of leadership coaching and facilitation of systems leadership in complex organisations.

**Our aim** is to create opportunities for leaders to grow, to be resilient and, where appropriate, to work together to achieve strategic alignment which results in the achievement of organisational goals.

Our programmes are **context specific and customised** to the learning of the individual leader or group of leaders. Sessions are led by experienced coaches and facilitators who are highly skilled in responding to the needs and dynamics of the individual or the group.

**Tracey France** is a qualified Executive Leadership Coach and is a member of the Association of Coaching. She is experienced and passionate about the transformation of senior people and her expertise lies in the development of honest, powerful and enabling relationships. Her many years working in a strategic leadership role means she understands the complex pressures leaders face. Tracey specialises in one-to-one coaching, team leadership coaching and leadership development. She has a particular interest in resilience and wellbeing in leadership and enjoys helping individuals realise their potential whilst creating value for their organisation.

**Paul Sheehan** is a qualified Executive Leadership Coach and has many years of experience working as a Head Teacher and Leadership Team Facilitator. Paul has led on the development of Multi Academy Trusts' growth plans for many groups of schools, and his skills and expertise also lie in one-to-one coaching and leadership growth. He has an expert ability to understand the dynamics of groups of leaders and is adept at creating supportive learning environments that lead to impactful change and growth. He enjoys challenging the orthodoxies and is highly effective at creating transformational change for individuals, teams and organisations.

*'Tracey has been very good at getting to the nub of why I have the mentality I do and why I sometimes do not think I am worthy, which then affects the way I approach my job and certain situations. Whilst I have sort of known this, I've not really addressed it and I really must. She seemed to understand me and the organisation I am working in very quickly.'* Senior Leader, NHS

*'I found the questions [Paul] asked enabled me to reflect on problems and decide on the next steps or solutions to these. I always felt listened to.'* Primary Headteacher

## Our Offer

**One-to-One Coaching** - this involves working with the **individual** leader to help them

- Improve their ability to focus on issues and areas that matter most to the individual, enhancing their performance and wellbeing
- Develop greater self-awareness and become more adept at emotional self-regulation
- Achieve clarity regarding long-term professional goals
- Develop strategies to manage very challenging situations and relationships
- Find meaning and purpose in their working life

**Collaborative Leadership Coaching** - our coaches will work with leadership teams to

- Achieve a collective mind-shift
- Explore the Team's identity and narrative
- Build psychological safety
- Develop skills of collaboration and conflict management
- Enhance the capacity of the team to learn together
- Sustain commitment to and progress on organisational initiatives and strategies
- Develop coaching conversation skills and create a positive culture for learning and growth

**Leadership Growth Programme** is for leadership teams to learn more about themselves as a team, expand their perspectives and develop their capability and potential.

It comprises the following elements tailored and adapted to your context:

- **Team development sessions** that combine evidence-based theory, team building tools and action learning sets to build trust, to explore leadership behaviours and to provide time to reflect on situations that challenge leadership behaviours.
- **Individual 360 review process (Optional)**– generates identification of strengths and areas for ongoing development.
- A block of 6 **one-to-one coaching sessions** where the focus is on building on the information derived from either the **360 process** or the outcomes of the **Team Development Sessions** to help the individual grow, thrive, and maximise their contribution to the team.

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For more information please contact Tracey France (t.france@worc.ac.uk) or Paul Sheehan (p.sheehan@worc.ac.uk)

