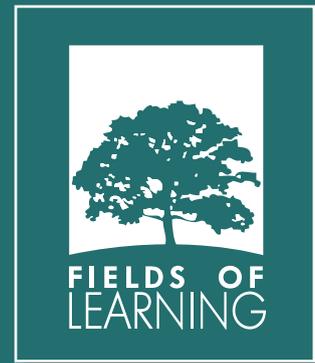


“The one-to-one coaching has made the biggest difference. Seeing what I do that works and what doesn't and then having ways of changing it. The support has been crucial.”



The Coaching Field

Fields of Learning has for 8 years been providing coaching support specifically for Chief Executives, Directors and Management levels. An external coach supporting your organisation means the organisation can have confidential back up that enables people to get to the core of issues and face what would otherwise be difficult to express, explore and make progress on within the organisation. It is ultimately about lifting performance and overcoming difficulties.

Our regular and well established coaching products already include.

 **CAREER COACHING...** For people who are ready and/or need to move on to the next step in their career either inside or beyond the organisation.

 **PERFORMANCE COACHING...** Helping people rise to the challenges around them and also to address what might be any barriers to achievement.

 **RIISING TALENT – SUPPORT FOR PRESSURED TIMES...** Coaching your rising stars is a valuable investment in any climate and yet all the more crucial now as they are often the ones you want to retain in your organisation.

 **TRANSITION SUPPORT FOR PEOPLE LEAVING ORGANISATIONS...** Helping them to look ahead with optimism and back with clear acknowledgement for the contributions they have made.

We have developed in 2010 new era coaching approaches developed specifically to respond to today's public sector challenges.



COACHING YOUR INTERIMS...

Many organisations use interims, ask them to do tough jobs and yet don't acknowledge the particular support they might need to unravel and respond to specific dynamics they encounter. Experience has shown that when interims have coaching support their effectiveness increases.



ELEVATING PERFORMANCE – SUPPORT FOR THOSE IN ACTING UP IN ROLES...

Restructuring and organisational changes can enable you to give opportunities and test potential from your internal team. The trouble is that just because people know an organisation doesn't mean they are adequately prepared for the changes in dynamics that "acting up" roles bring. Coaching people through these dynamic differences, getting them to step up to new strategic levels and raising their confidence through coaching can truly be a way of realizing the elevation of performance and the extension of experience and learning that you and the new appointee want.



DEALING WITH UNCERTAINTY...

Imagine a line between known and unknown. In the past leaders led by knowing what they wanted and knowing how to get there. Today such knowingness is unlikely as there are so many fluid factors - and yet you must lead nonetheless. Coaching people on strategies for leading into unknown waters is invaluable in giving people space for thinking through what the future may hold and what emergent strategies they can put in place to lead in uncertain times.



The Coaching Field

“I found that the day really opened up new ways to think about things. And we had fun.”

COMMUNICATION...

Most organisations would say at some level they have a problem with communication and almost all staff put lack of communication at the top of lists for improvement. Group coaching on how communication is the message received can enable organisations to overcome some of these age old issues. Individual coaching can enable managers and leaders to unpick why their current communication may not land the way you want it to, and what it would take to change it.

PRESENTATIONAL EFFECTIVENESS...

“It ain’t what you say but the way that you say it” is never more true than when people are presenting. Many a member of staff has had to sit through moments when their leaders, directors and trainers has been less than enthralling. Coaching for impact and effectiveness will improve the way that presenters use their messages, their voices and their visual prompts to engage the audience. Coaching can enable presenters to get over nervousness and create a sense of excitement about the messages their audiences will get.

FLEXIBILITY IN LEADERSHIP...

If leaders react in the same old way to circumstances they will be ill equipped for the times we must lead in now. True understanding of flexibility between transactional and transformational leadership styles and behaviour can enable you to do just the right thing at the right time instead. Developing flexible leadership responses is imperative

JOB READY COACHING® ...

A new 4 part coaching contract to prepare incoming executive appointees to make a great start to a job in a way that brings the best out in them and enables the organisation to create an environment that will enhance not detract from their success

OARSOME TEAMS...

Enjoyable and powerful one day workshop and team development opportunity exploring team dynamics through a rowing boat. Specific dates available this summer May 5th,24th,26th, June 16th and 18th, July 6th,8th and 15th.

GROUP RELAXATION SESSIONS...

How would your staff answer these questions:

Could you do with giving yourself some quality time to recharge your batteries?

Do you want to relax so you are refreshed for the rest of the day?

Is your tension affecting you or your performance?

With your duty of care, give your staff the benefit of a group Relaxation Session. Just half an hour that they invest by attending at lunch time will repay you by their output in the afternoon.

To discuss your needs, rates and references to other County, District and Borough Councils and NHS, PCT and Foundation Trusts who have used our services with successful results, and for details of coaching for any of the above please contact Fields of Learning Director, Catherine Doherty.

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Telephone: 01525 280670 or 07855 343297



Catherine Doherty

