



Prioritising People, Making Change Happen

www.lizpollardconsultancy.com

COURAGEOUS COACHING

FOR INDIVIDUALS



Are you driven and ambitious, but unsure how to achieve your goals?

Courageous Coaching is a proven process designed to get you to where you want to be.

Courageous Coaching provides you with:

- Clarity of vision
- A proven pathway to success
- A new-found confidence in what's possible, with the right guidance

The programme lasts for 6 months and is made up of:

- A 30-minute introductory call to understand you and your business
- A 2-hour initial session to clarify your vision and cement the bold moves to get you there
- Monthly face to face coaching sessions to assess progress and keep you on track
- Intermittent phone calls and emails from me so I'm always there for you

Plus: learning resources, goal setting guides, a planning schedule, reading recommendations, and introductions to my extensive network of associates.

All for just £100 per month

“Breakthroughs are rarely the easiest to reach and often uncomfortable, but if what you are searching for includes taking it the next level professionally (and even privately), then jump at the opportunity to work with Liz. It's an experience that will remain with you long after the training ends.”

Myrna Otto,
*Customer Relations Manager
Swiss Re*

COURAGEOUS LEADERSHIP

FOR PEOPLE LEADERS



Do your leaders have the courage to drive change?

As we approach 2020, businesses need bold leaders who have the courage and confidence to lead their business forward into the next decade and beyond. The Courageous Leadership programme has been designed to address the most common leadership and management issues which occur from a management team who don't have courage to lead:

- Unified management team who trust and respect each other
- Clarity of goals and objectives through improved communication
- Consistent approach to leadership with shared values and behaviours
- Improved levels of ownership through managers holding employees accountable
- Employees who are more engaged with the business objectives and motivated to achieve them
- Teams working more effectively and efficiently through improved processes
- Increased levels of motivation through improving methods of coaching and feedback

The programme consists of 6 full day workshops in total and these can be delivered as 'off the shelf' or made bespoke to your organisation.

Ideally suited to small to medium enterprises with between 25 and 250 employees, I provide a partnership approach and will be your Leadership Consultant, Coach and Trainer all rolled into one.

“Thank you for working with us over the past 10 months. I personally found it a very positive experience and took away many things that have, and will continue to be, invaluable in the way I manage my team and of course the Hospice, so again we thank you.”

Karen Houlston

CEO

Willow Wood Hospice

Being a Courageous Leader

Explore the mind-set, skills and behaviour required to succeed as a leader in business

By understanding the role a leader must play in the organisation, developing a higher level of self awareness and learning the behaviours of courageous leadership, the participants will improve the performance of both themselves and their team members.

Key topics covered include:

- The Courageous Leader
- Invest Time in Knowing Yourself
- Being a Role Model
- Identifying Personal Values
- Understanding Others
- Developing Empathy

By completing this workshop, participants will:

- Be more courageous and take on new challenges
- Understand expected leadership competencies and identify development areas
- Understand leadership style, and how to flex when necessary
- Build rapport and strengthen relationships with their peers and team members
- Have an action plan to guide their development as a leader

Success through Collaboration

The mind-set, behaviour, skills and tools to drive organisational, team and individual success

Collaboration is a key requirement for success in today's modern fast moving working environment. Despite the benefits of collaboration, there are still a number of challenges present: misaligned goals, ambiguous authority, negative attitudes, and a silo-focused mentality.

During the workshop, participants learn how to address and overcome these challenges. The purpose is for participants to understand how collaboration can deliver on its promises of better results in a faster period of time.

Key topics covered include:

- Defining a common purpose
- Being stronger together
- Barriers to collaboration
- Breaking down silos
- Dealing with conflict
- Internal and external collaboration

By completing this workshop, participants will:

- Collaborate internally and externally with key stakeholders in a more effective manner
- Understand and overcome the barriers to collaborating across departments
- Learn to adapt their communication styles based on their stakeholders and the situation
- Take on new and challenging, collaborative situations with the right mind set and behaviour

Defining the Strategic Narrative

Develop a strategic mindset and learn the skills to create an easily understandable plan for success

By attending this workshop, participants develop the skills to think strategically by learning tools to create strategic plans based on their internal and external business environments. The workshop enhances the participants' abilities to think and plan for success. It enables organisations to clarify goals, identify strategic plans, implement actions required for success and overcome both internal and external risks and challenges.

Key topics covered include:

- Setting a vision and goals
- Thinking more strategically
- Understanding strategic planning process
- Defining a strategy
- Action planning for success
- Strategy to overcome hurdles

By completing this workshop, participants will:

- Assess their existing strategy
- Explore alternative strategies and identify opportunities for improvement
- Understand how to engage others in strategic discussions
- Plan for implementing new strategy
- Learn when to focus on the big picture and when to concentrate on tactical operations

Innovative Ways to Drive Change

The mindset and skills to involve others in problem solving and solution finding

For many leaders the key to solving a problem is to do it themselves. However, this has a negative impact long term by increasing the workload for leaders and potentially disengaging team members who do not feel trusted.

This workshop helps leaders to ensure they can both contribute to group problem solving sessions and lead others through the problem analysis decision-making process.

Key topics covered include:

- Understanding problem solving
- 5 Problem solving steps
- Identify their own problems
- How to generate potential solutions
- Creative thinking techniques
- Critical thinking analysis

By completing this workshop, participants will:

- Inspire greater levels of creativity and innovation in their workplace
- Break down barriers that limit ability to make decisions across the workplace
- Be able to define problems more clearly to move forward more quickly with solutions
- Have a problem solving and decision making toolkit at their disposal for any given situation

Courageous Coaching for Leaders

Providing leaders and managers with the skills to improve performance and develop potential

This is a practical workshop focused on showing leaders the “how to” aspect of coaching, including goal setting, empowering their teams and giving meaningful feedback.

It takes courage to be an effective coach, and during this workshop participants will learn to understand their team members, build rapport, ask the right questions and most importantly, really listen.

Key topics covered include:

- The coaching process
- Setting clear goals & guidelines
- Using the GROW model
- Asking courageous questions
- When to talk when to listen
- Providing meaningful feedback

By completing this workshop, participants will:

- Understand the role of a coach and their responsibility to develop potential in others
- Set team members up for success but also allow opportunities for learning
- Coach to ensure others accept responsibility for their development, actions, and goals
- Provide meaningful feedback in daily work and appraisal situations
- Strive for progress not perfection

Courageous Communication

Ensuring important messages are delivered with impact to inspire others to take action

Taking leaders out of their comfort zone to adapt their presentation styles and provide intensive coaching and feedback on areas for improvement. Leaders are developed ensuring they make a connection with their audience, create the right impression and motivate others to take action as a result.

The workshop is learning-by-doing. Participants are on their feet presenting within the first 30 minutes. Each participant will deliver four or more presentations in the course of the programme.

Key topics covered include:

- Engaging with your audience
- 6 C's to Credibility
- Body language and voice control
- Delivering a clear and concise message
- Creative thinking techniques
- Using emotion to inspire action

By completing this workshop, participants will:

- Feel more confident delivering presentations that are well structured
- Deliver relevant presentations that meet the needs and desires of their audience
- Convey confidence and credibility through congruent body language and voice control
- Effectively influence and persuade their audience to take action as a result of their presentation



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