



# Executive Coaching and Team Coaching at Roffey Park Institute

- unlocking the potential of all



Roffey  
Park  
Institute

UK · Europe · Asia Pacific

# Coaching is a powerful tool to unlock potential.

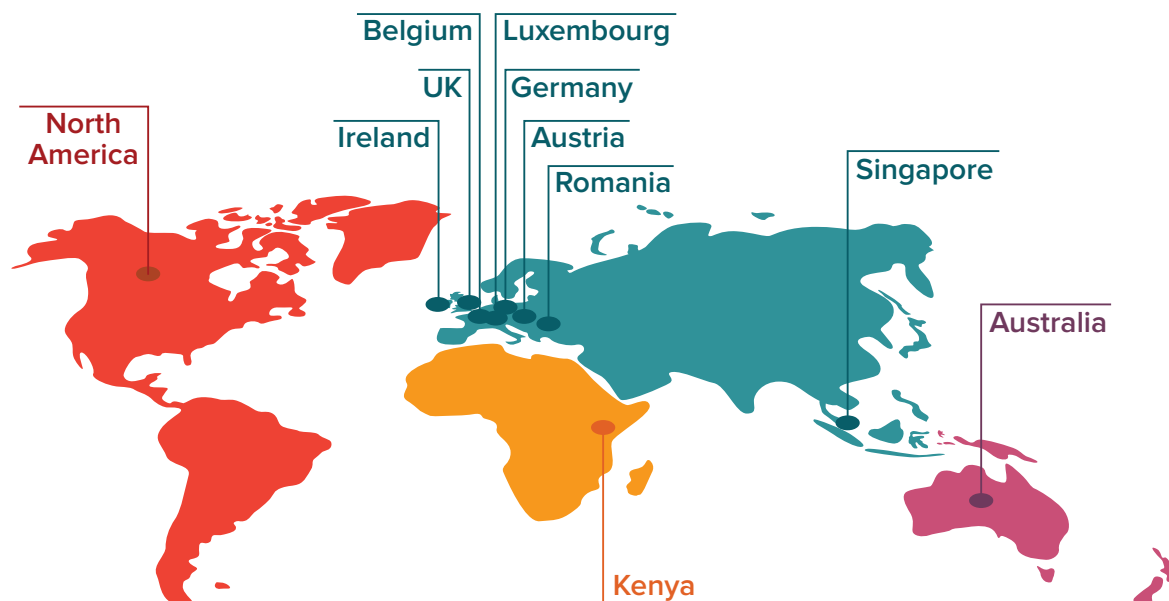
## Start your journey with us now.

Our first class executive coaching service is designed to enable individuals and teams to unlock their potential and improve outcomes for themselves and their organisations. Delivered face to face, online or by telephone.

Coaching is an active solution right now, right here. Coaching will support you to manage immediate challenges and explore solutions to critical questions. A coach is an external adviser able to tailor a series of questions to the needs of an individual or team. Our coaches will not provide you with answers, they will work with you to build on what you already know then help distinguish between what is working, what is blocking progress, and what you need to be working towards. The task of the coach is to guide you objectively and confidentially towards your own answers.

At Roffey Park Institute we have a set of guiding principles that underpin our approach to coaching, and we use our PULSE learning framework to guide our coaching conversations.

We have a network of accredited coaches located all over the world. They are experienced at working with managers and leaders at all levels and have worked within a broad range of sectors. Our international coaching team work across multiple timezones and cultures. They are independently accredited with a range of coaching bodies and are members of Roffey Park's Coaching practice which means they meet our organisational standards of quality assurance and service delivery.



# Executive Coaching

## - how can coaching help you?

We provide individual executive coaching to leaders and managers across all levels of the organisation to:

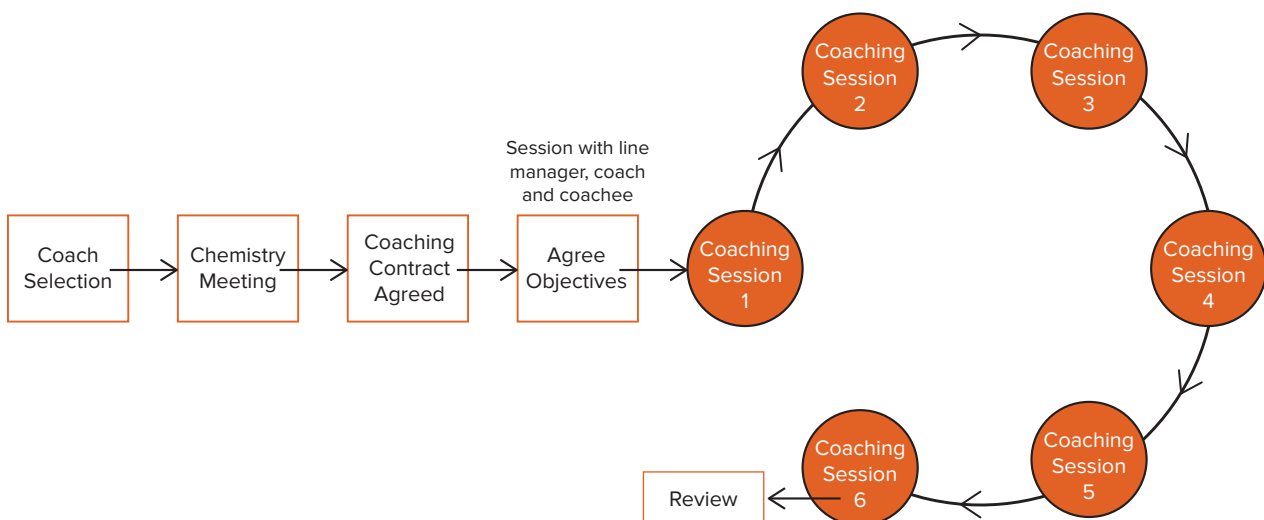
- Support managers and leaders to transition into a new role within the organisation by developing their capabilities to deal with the additional responsibilities
- Develop leadership capabilities for high potentials to enable them to achieve their career potential
- Support managers to achieve their full potential and be more effective in their role
- Develop increased self-awareness and confidence
- Provide remedial support

As a result of our coaching services, individuals have become:

- More effective as leaders and managers
- More productive team members
- Better decision-makers
- More adept at developing strategic plans
- Ready for promotion or greater responsibility

Executive coaching centres around the relationship between the coach and coachee so we will discuss with you the type of coaching required and the scope before providing you with a selection of profiles based on your needs. We will offer you a free chemistry session so you are confident in the coach that you will be working alongside.

Our coaching packages are tailored to the individual, but a typical coaching programme will be as follows:



## Want to find out more?

Contact one of our regional offices

### UK

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Phone: +44 (0)1293 854042

### EUROPE

Email: [ireland@roffeypark.com](mailto:ireland@roffeypark.com)

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# Group and Team Coaching at Roffey Park Institute

Our team coaching services enable teams and groups to improve their performance by enhancing collaborative decision making, collective problem solving and developing their ability to support and challenge each other. Our team coaching service focuses on the connections between people and is not just group facilitation, action learning or team building. It is a powerful development tool to enable teams to work together and get things done

## How can it help you?

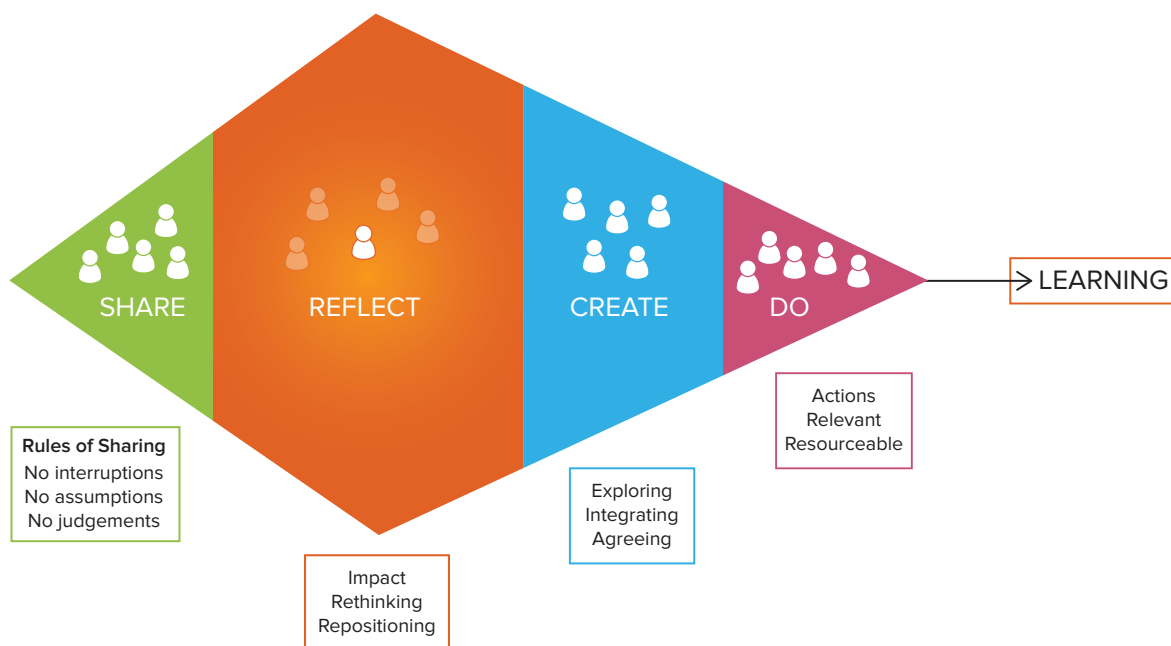
- Management teams or Boards who want to improve their performance and impact through increased collaboration
- New management or Board groups because of restructuring, mergers or acquisitions who want to embed collaborative practice from the start.
- Remote groups who want to retain and build their connection and collaborative cohesion
- Teams who want to improve how they work together in service of their common goal.

Our approach to team coaching focuses on the individuals and their relationships as well as how it performs both within its organisation and with external stakeholders.

From working with organisations and teams we also recognise that high performance teams have common attributes and that a team who embed coaching as part of their work have a higher success rate than those who do not. Group coaching allows individuals to make sense of and create their own team narrative as they learn from personal reflection and with each other.

Where coaching is embraced by teams, they learn to hold each other accountable and can become self-managed. As a result, they can embrace change and ambiguity and succeed in modern organisational life.

## Our Approach to Team Coaching

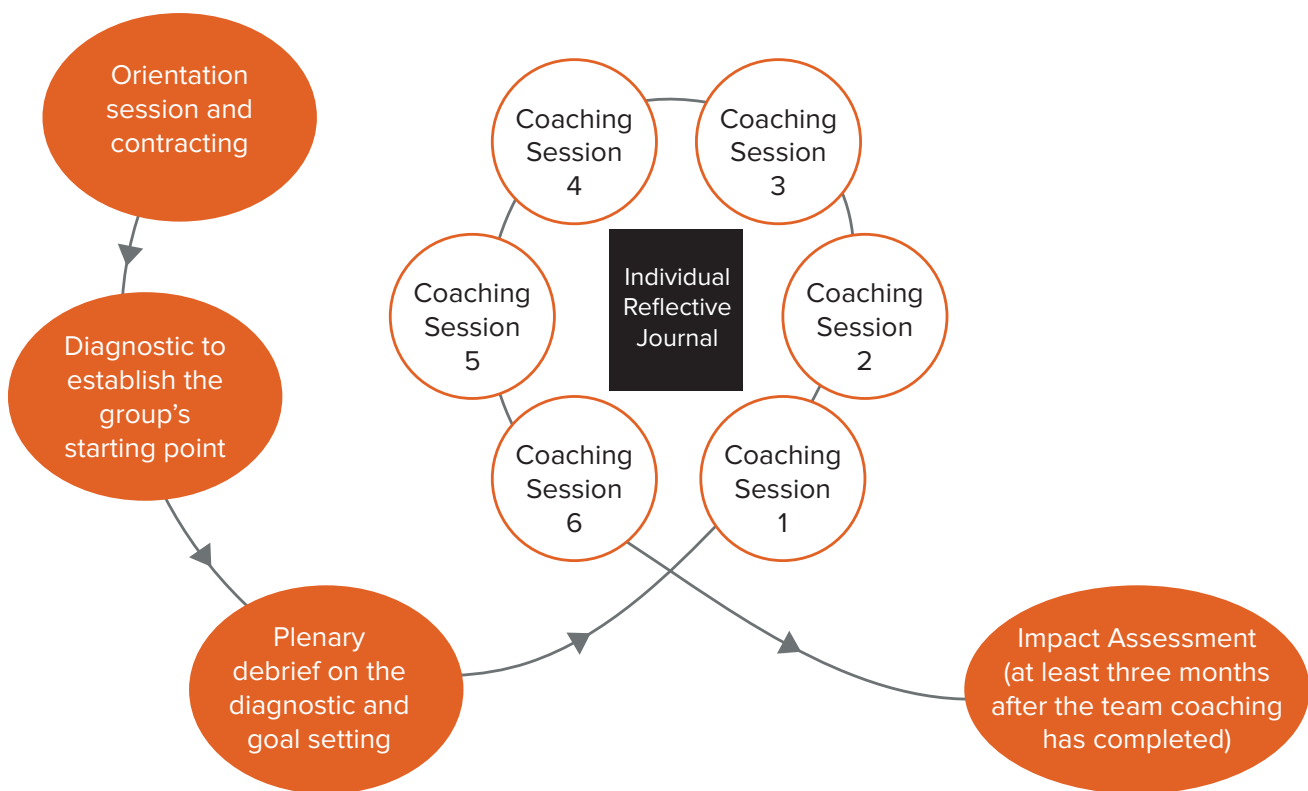


Our first-class group dynamics approach underpins our team coaching process. Using our four stage model, we bring teams together to talk, share and listen so they begin to understand how what they do impacts on the team. Space is created for teams to discuss, reflect and agree the change they need to make. This creates a positive team culture which shifts behaviours from being individual-centred to a team centred.

# Group and Team Coaching – how it works

Team coaching relies on the connection between the coach and group. We will discuss with you the team coaching need and scope before providing you with a selection of profiles based on your needs.

Our team coaching packages are tailored to the group's need and normally a team will work with a nominated team coach over 6-12 weeks. This would normally include:



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UK

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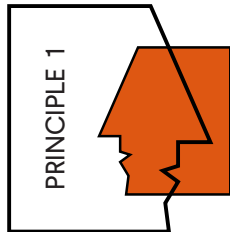
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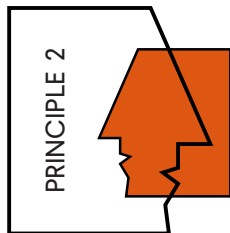
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# Our Coaching Guiding Principles



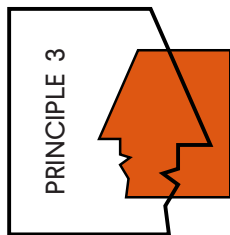
## The client-consultant relationship is key

Our experienced and highly skilled coaches pay particular attention to establishing an effective working relationship with the coachee, contracting to agree boundaries of confidentiality and to assist them to gain the most from the coaching programme. The coaching will include providing feedback, asking questions, balancing support and challenge and acting as a mirror of the relationship that the coachee holds as a leader with others.



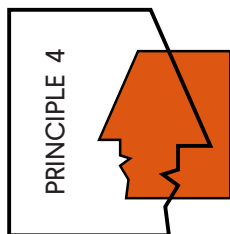
## Every client is an individual

We adopt a flexible, client-centred approach to the coaching process that takes into account individual client differences and preferences. This includes using a variety of methods and models to best suit the individual rather than a “one size fits all” approach.



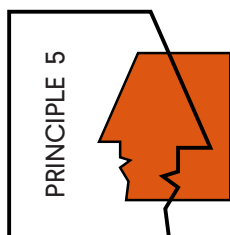
## Coaching works best from a whole person perspective

We believe that an individual's effectiveness at work is inextricably linked to who they are as a person and how they are in life generally. Our coaches are skilled in working with both the presenting issue and underlying factors. This might involve challenging self-limiting beliefs and helping the individual recognise they have the full resources needed to tackle a situation or adjust a response.



## The benefits of coaching go beyond the individual

We encourage our coachees to own and understand the coaching process, so that they too can act as more effective coaches within their own context. This means that good coaching practice stretches beyond the client-coach relationship.



## Change in behaviour usually comes from within

We ask transformational rather than transactional questions, so that deep learning takes place. This means a change in the structure of thinking of the coachee, to break open previously fixed or ‘imprisoned’ thought patterns to allow new ways of viewing their world and managing uncertainty. We support the development of broader leadership thinking that encompasses curiosity, creativity, visionary thinking, courage and managing uncertainty or ambiguity



## Practical outputs and outcomes are key

We will aim to ensure that the coachee leaves each coaching session with tangible outcomes or tasks that might include actions, exploration, reflection, writing a diary or learning log, noticing their own and others' reactions, having courageous conversations etc.

# Why Roffey Park Institute?

Roffey Park Institute primes organisations to build business skills for everyone, everywhere.

We provide distance, digital, blended, and face-to-face programmes, diagnostics and research services around the world to develop individuals, teams and organisations. Our work is driven by our core purpose of breaking down barriers within organisations making workplaces the best they can be.

Roffey Park Institute delivers high impact learning in leadership development, management development, change and resilience, organisational learning, organisational development and HR. We offer open programmes, and qualifications from Diploma to Masters and conduct international research both for our clients and to fulfil our charitable purpose. We help your people, understand, create and perform better, together. Connect with us and start your journey.

If you want your people to perform better together then you need to talk to us.

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powerful tool to  
unlock potential.  
Start your journey  
with us now.