



# Senior Leader Coaching Service

## Coaching, leadership and strategic development

Coaching is increasingly used as part of management and leadership development programmes, adding real value in delivering change and increased performance.

Our public sector coaching is targeted at senior leaders, and is focused on core areas around vision, strategic direction, communication, behaviour change and how to drive results.

### Our Approach

The Consultancy Company offers a supportive and empowering approach that is tailored to the specific needs of our clients and enables leaders to apply new learning in real situations in their workplace.

Acting as a “critical friend” we develop one-to-one relationships usually outside the supervisory framework. Our consultants provide an enabling process in which individuals identify their strengths and weaknesses, examine their approaches and style in work, identify barriers to progress, and nurture individual responsibility for performance and development.

We never rely on off-the-shelf solutions. Instead we work with our clients to shape bespoke programmes which are designed to maximise activities to suit individual circumstances and reflect needs, resources and capabilities.

The tools that we offer include:

- 360 Degree Feedback
- Expectations Approach
- Myers-Briggs Indicator Assessment
- Belbin Team Types
- Workshops
- Search Conferencing

Our consultants have worked as senior managers in the public sector. They have themselves faced and overcome similar challenges to those you are facing. We believe our coaching programme achieves a meaningful transfer of skills and enables our clients to develop a profound and shared understanding of objectives, individual accountabilities and a more rounded response to the challenges ahead, both individual and organisational.

This approach and our mix of coaching expertise and sector knowledge give us capabilities where the value of the whole is much greater than the sum of the parts.

Visit to see a case study concerning Warwickshire Police. [http://www.the-consultancy.co.uk/Government\\_local/Government\\_sector\\_success.php](http://www.the-consultancy.co.uk/Government_local/Government_sector_success.php)



“All our consultants have been senior managers or board-level directors and as a result our coaching support is delivered by people who have been there and know the pressures.”

**Tim Richardson**  
*Managing Director*  
The Consultancy  
Company

### For an initial meeting please contact:

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