

BLUEGNU
CONSULTING

COACHING PROPOSAL

Prepared by Elaine Gosden





OUR UNDERSTANDING OF YOUR NEED

After a detailed conversation with key stakeholders, we'd bespoke our coaching approach to suit your organisation culture, the needs of the coach and the sponsor and we will give relevant details here. What you see in this document is a generic approach to give an idea of structure, flow and costs of working with us on a Coaching Agreement.

Our Approach

As well as following the steps outlined on the roadmap, our approach to coaching relationships is to build a strong connection with the coachee and to facilitate moments of self awareness and understanding through incisive questioning and scenario building. Our unique selling point at Blue Gnu is the relationship that we build with clients prior and during the coaching sessions to ensure that we can add value to the business and ultimately to the coachee themselves. We are not afraid to say 'no' to working with a client if the chemistry is 'off' or if we do not feel we can add value.

THE ROADMAP FOR COACHING



Step 1: Getting started

Short chemistry calls with 2-3 of our Blue Gnu accredited coaches. (20-30 minute calls, free of charge)

Outcome:

To test the water for a coaching relationship - which coach will bring the best value to the coachee.

Step 2: Establish the coach relationship

Coachee and their sponsor complete pre-coaching background questionnaires and confidentiality agreement/boundaries for the relationship are set

Outcome:

Deeper understanding of specific client needs, wants and outcomes

Step 3: Recommendation & Agreement of the Coaching Programme

Establish and agree the boundaries for sessions (face-to-face, virtual or a mixture, supporting profiles)

Outcome:

A one page outline of the coaching programme providing all parties with a helpful road map of what to expect at each stage

Step 4: Coaching Programme

Completion of relevant profiles

- Session 1:** 2 hour face to face (ideally), incorporating 30 minute 3 way 'alignment' session with sponsor
- Session 2 - 5:** 90 minute sessions, either face to face or virtually (TBC)
- Between session 3 & 4:** Phone catch up with sponsor to check in on progress & re-alignment if needed
- Session 6:** 2 hour face to face (ideally), incorporating 30 minute 'next steps' session with sponsor

Step 5: Closing the Coaching Programme

Debrief with People and Culture Partner to review the programme and agree what's next for the coachee in terms of support and development

Outcome:

To ensure the completeness, continuity and consequences of the programme

ABOUT OUR COACHES

**Kate
Woodward**



Kate's sweet spot is one to one coaching. Her naturally empathetic, intuitive personality allows people to open-up to her quickly and easily and get to the nitty gritty about what's really going on.

With more than 20 years' experience of personal development, she has a very wide range of tools, techniques and skills to bring to the table, and approaches each client individually, tailoring a programme to suit their needs. She is a stickler for results, and as such insists (where appropriate) on pre, midway and post coaching assessments, incorporating three-way face to face sessions between coach, coachee and sponsor, something she has learned makes a huge difference to the success of coaching programmes.

Kate approaches coaching sessions creatively, recognising that the relationship and the environment is key, she will often invite her clients to parks or museums for their sessions to encourage them to think outside the box. Her core values in life include authenticity, curiosity, growth, compassion, forgiveness & inner harmony. Her strengths include empathising, individualisation and helping others to learn and grow, so it's really no wonder she adores the one-to-one coaching space.

Kate is a licensed practitioner of Insights Discovery, Motivational Maps, and Liberating Leadership. She holds a basic qualification in counselling and is also a senior yoga instructor.

**Stephen
Fortune**



Stephen combines more than ten years of executive coaching with 20+ years in international business consulting and blue-chip leadership. He has the presence, energy and acumen to partner senior leaders and executives as they navigate the growing complexity and uncertainty of today's environment and stakeholder demands.

When it comes to Stephen's areas of expertise, he is very confident when coaching senior leaders and executives through change. Working with them to develop their authentic leadership style, inspire self and others and their approach and presence. He also enjoys transition coaching, including international transitions and leading across cultures, plus leading virtual and matrix teams. Stephen works with his coachees at a mindset level to help get clarity on behaviours and desired impact on self, others and the business.

Some of Stephen's recent work has included coaching a newly appointed Exec at a UK Bio Pharma organisation. The client's transition from a senior leader to being part of the Exec team was particularly challenging due to large scale internal change and CEO moving on. As a result of Stephens coaching, the client shifted their perspective from tactical issues to those of medium and long-term strategy. They gained the trust of the Exco and led his team towards achieving strategic imperatives with high double-digit growth.

Stephen is a licensed practitioner of Insights Discovery, ORSC trained, and an accredited MBTI practitioner. He holds a certificate in coaching from Henley Business School and is ICF trained (International Coach Federation)

**Lorraine
Kay**



Lorraine has over 20 years senior leadership and coaching experience within a range of sectors including Financial Services and Publishing.

She believes passionately in the power of coaching to support individuals to be the best version of themselves in all areas of their professional and personal lives. She has an energetic and inspiring personal style and looks to quickly build rapport and trust, creating a confidential and safe space. She supports her clients to explore their goal, challenging them to articulate and maintain focus on what will really make the difference – to take the action that will ensure they achieve high performance and/or sustained change.

As well as coaching individuals, Lorraine is also a team coach who works with leaders and their teams to explore how their collective dynamic can support improved team working and increase business performance.

Lorraine is an accredited Senior Coaching Practitioner with the European Coaching and Mentoring Council (EMCC) and a Licensed Insights Discovery Practitioner. She can draw on a range of approaches, tools, psychometrics and 360 Feedback to support her clients on their coaching journey.