

1:1 Coaching



"Tam's my Zen master, you can feel out of control and after a session, you leave feeling great and the weight of the world is off your shoulders, she has the ability to help you cut through the crap and get to the point, she makes sure you think for yourself, but she's always there to point you in the right direction to make sure you move along."

James Robinson
Senior Finance Manager, adidas Australia

IMPACT OF COACHING

Accelerate growth, work through performance challenges, support success and satisfaction in their role

EXEC TEAM	Creating alignment <ul style="list-style-type: none">So a business can flourish under cohesive leadership
SENIOR LEADERS	Accelerating senior leader development <ul style="list-style-type: none">So, they can step into more complex, broader roles with confidence
MIDDLE MANAGERS	Supporting the growth challenges of middle managers <ul style="list-style-type: none">So, skill and mindset obstacles can be quickly addressed
HIGH-POTENTIAL LEADERS	Enhancing HiPo leaders skill <ul style="list-style-type: none">So, the organisation can capitalise on their talent in a broader arena
FIRST TIME LEADERS	Empowering first time leaders <ul style="list-style-type: none">To take the reins more quickly and enjoy success as a new manager

OUTCOMES OF COACHING

A few of the reasons why clients have sought out Tam's Coaching

- To work with a **female Senior Marketing Manager** at a sporting brand, to be more influential and assert her views more confidently and clearly when speaking to her peers
- To help a **Middle Manager** in retail, who was masterful at getting stuff done by driving for results, be seen as more approachable and collaborative when working with peers and team members so he could be considered for succession.
- To help a **CEO and Founder** at an established tech company learn to listen and be more curious and empathetic to balance out being direct and candid
- To help a **business owner** grow her business by becoming aware of how to coach her team and harness their creative energy vs. trying to do it all herself
- To help a **brilliant Engineering Director** to communicate concisely and commercially vs. talking through extensive detail that confuses clients and staff
- To help a **new CEO** use as much emotional intelligence as he does facts when communicating at all levels
- To help a **Director of Sales** reduce overwhelm, by learning to set realistic expectations and let go and trust so he can delegate more easily
- To help a **High Performer** become the obvious next choice for a major promotion by developing their executive presence when in the company of the c-suite.
- To help a **High Potential Software GM** slow down and reflect to find the right way to communicate and interact to sell his ideas across the organisation
- To work with a **New Manager** who was wanted to be all things to all people, develop their ability to prioritise, say no, and set boundaries
- To help a **Senior Manager** in Telecommunications feel confident and capable by overcoming their imposter syndrome by eliminating their mindset obstacles
- To help a **Global Director** in Finance, to be more affiliative and build better bonds with his team so they could open up and trust him more

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COACHING PROGRAM

Be it 4, 6 or 12 months, 1:1 coaching has helps leaders to get clear on their challenges, grow their skill and confidence, and transform their leadership

LAUNCH	<ul style="list-style-type: none">• Program overview, participant profile and assessment• Using Tam's self-assessment or any exisiting 360/assessment
ASSESSMENT DEBRIEF, INITIAL EXPERIMENTS & PROGRAM GOALS	<ul style="list-style-type: none">• Debrief session to work through assessment results• Formulation of coaching plan and goals<ul style="list-style-type: none">◦ What will we work on, experiment with, and why?• Initial day to day leadership 'experiments' defined - that can be started immediately• E-mail follow up - summarising the objectives, experiments and commitments
3-10 COACHING SESSIONS	<ul style="list-style-type: none">• Each session further unearths obstacles and works through challenges• Ample methods, templates, and models are provided, yet the recommendations for 'what to experiment with' is completely tailored in the moment• May involve 'development and experimentation' around style, mindset, and systems, but can also be aimed at defining a particular areas to be upskilled and mastered
PRE WORK VIDEOS AND POST WORK SUMMARY	<ul style="list-style-type: none">• Summary and feedback e-mails after each session to help keep things on track between sessions• Video prework and summaries as needed to ensure the results are achieved each month
90 DAY PLAN	<ul style="list-style-type: none">• Formulation of a 90-day plan occurs at the end of the program so experiments can continue after the coaching is over• E-mail follow up to give feedback and suggestions around the 90-day plan

Commercial experience

Tam was a leader of teams from the size of 2 to 82 in Sales, Marketing and Operations before she embarked upon her career as a coach. This commercial acumen allows Tam to converse and contribute as a sounding board, as well as a coach.

Result = participants feel supported and find strategies to accelerate how they get things done through people around them in order to accelerate their success

Book in for a free exploration call and learn if 1:1 coaching is right for you or one of your team

Grab 15 min to discuss:

<https://link.upinsightsaus.com/widget/bookings/pc/strategy-session>

Other ways to work with Tam:

- Skills workshops for all Leaders
- Facilitation to get outcomes for Leadership Team sessions
- Keynote speaking for the whole business