



Strengths@work

Consulting Women

Strengths in Leadership Telephone Coaching Service

Consulting Women's, Strengths in Leadership Telephone Coaching is designed for anyone motivated to reach their 'Next Level'. Discover how your strengths can help you resolve your questions and get you moving forward; be it getting back into work, finding a new perspective after retirement or taking your rightful place at work or at home.

Common reasons for choosing telephone coaching from Consulting Women include:

- An urgent need to take fundamental decisions concerning career, life choice or life stage;
- A plan to re-enter organizational life after a study or career break;
- A wish to address persistent issues, whether strategic, team, or personal;
- A desire to deal effectively with change outside an individual's control, often but not always, within a complex organisational structure.

What did I get from the coaching experience?

"Coaching with Gill and Moira is a luxury - not an expensive, frivolous, bubbles in the bath luxury, but one that makes you feel privileged to have access to that wisdom and experience. My coaching time has been spent over the phone and face to face, both equally helpful. Sometimes I have 'burning issues' sometimes not, either way I always come away feeling more focused, more confident in myself and my abilities and with actions to follow up, which in each case have helped me operate more effectively as a leader."

Ros Robins Regional Director, Arts Council England

How telephone coaching will help you achieve your goals

By engaging in our coaching programme you will receive support specifically tailored to you and your goals. Our coaching focuses on you. Benefits may include:

- Growing awareness of your strengths and an understanding of how you can use these strengths to achieve your specific goals;
- The ability to see others' strengths and inspire them to bring these strengths to your business or organisation;
- Access to a community of individuals able to facilitate and support your continued growth.

"Why I would recommend Consulting Women?"

I've always been fairly cynical about the value of input from others to my plans - being someone who knows what they want and sets herself goals every day.

The insight and value I most from my work with Gill & Moira is that it has brought out that part of me which formerly only lived in my head. I work through my strengths now to get where I want to go rather than getting frustrated by the limitations of those around me.

Now I've got the confidence and toolkit to go for something I should have started working towards years ago, I kick myself for not taking these steps sooner!"

Start-up Entrepreneur; Former Commercial Director of Global Technology Company.

What will happen once I sign up for Telephone Coaching from Consulting Women?

Consulting Women's Strengths Coaching programme is available by the hour, but we recommend you book a 6 session programme initially. If you do, a seventh session will be provided free of charge.

Each telephone session lasts one hour and will be conducted at an agreed time which makes telephone coaching a very time efficient way to develop. You will receive your own copy of the Clifton Strengths Finder prior to your first coaching session, the cost of which is included in your first session's coaching fee.

Step 1 - Completion of the Clifton Strengths Finder prior to the first coaching session. This online programme takes about 30 minutes to complete and will provide you and your coach with an overview of your unique strengths.

Step 2 - Your first 1 hour telephone session with your coach will include an analysis and interpretation of your strengths profile.

Step 3 - During the next 5 hour long telephone sessions you will receive coaching on how to put your strengths to work in order to achieve your goals. You will also be encouraged to explore the questions you hold and coached on how to identify and employ strengths in others.

Consulting Women are experienced and innovative in finding ways to support each individual in the achievement of their unique goals and therefore tailor the coaching programme to surface and release the talent of each participant.

What will the programme cost?

Each coaching session will last one hour the cost of which will vary between £75.00 and £200.00 depending on whether funding is by an individual, public body or private enterprise. Invoices are rendered without VAT and payable within 14 days of receipt.

Programmes of six sessions, booked in advance attract an additional seventh session free of charge.

Who will my Coach be?

Moira Siddons is an experienced non-executive director, an executive coach and a facilitator at Board level. Moira spent 30 years with PricewaterhouseCoopers (and its predecessor firms) including 13 years as a partner.

Moira is trained by Laura Whitworth (in Co-active coaching), Mike Vernon (in Double Loop Learning), by Sandy Cotter (in The Centaur Model) and by Judith Hemming (in Organisational Constellations). For more information about Moira go to www.consultingwomen.co.uk

Gill Avery MBA, BA Hons. is co-founder of Consulting People Ltd. which provides strategic support to businesses needing to achieve sustainable culture change. For nearly 20 years she has coached and consulted to individuals leading organisational change and seeking new paths in their lives. Her work with international companies such as British Telecom, Michael Page and Unipart has resulted in fundamental change for those involved.

She is a member of the European Mentoring and Coaching Council and has developed individual and organisational change programmes which have been successfully used by international businesses for the last 20 years. For more information about Gill go to www.consultingwomen.co.uk

What achievements have been derived by previous clients of Consulting Women?

Personal Achievements

- Finding a renewed sense of purpose beyond work;
- Renewing confidence before return to work;
- Discovering career goals and understanding how to use strengths to achieve them;
- Rekindling of commitment to business life;
- Being recognised by managers;
- Achievement of a new equilibrium between personal, professional & family life demands;
- Experiencing "I am being listened to".

What will Employers get from funding Telephone Coaching for their employees?

Whether your employer supports you being coached as an individual, or engages Consulting Women to work with groups or teams within its organisation the benefits from participation will be felt at both an individual and corporate level.

By supporting employees' participation in Consulting Women's Strengths Coaching, organisations have observed the following tangible outcomes from participants:

- Confident and inspiring leadership;
- Retention of valued staff, particularly those with scarce skills;

- Team members who are engaged, energised and enthusiastic about their work;
- A flow of new ideas and connections with other individuals and organisations.

Work Related Achievements by Women supported by Consulting Women

- Board appointment to lead a company-wide change programme;
- Surviving & thriving in difficult City conditions;
- Resolution of conflict and improved relationship for Managing Director and Chair;
- Convening a forum for mentoring and sharing experience by an industry senior;
- Understanding a business's 'culture cycle' and positioning her team for success;
- Finding a way to lead successfully through politically complex issues.

"Given how busy and full life can be, having access to focussed and concise telephone coaching sessions is an extremely valuable tool and has proven incredibly effective for me - I would highly recommend it."

Nickie Todd, Artist & Mother

About Consulting Women

Consulting Women is dedicated to the development of individuals by applying proven tools to address the specific needs of each group. We provide a continuum of support via telephone coaching, Open and Custom Built development programmes.

Consulting Women acknowledge and draw creative inspiration from the work of **Mike Vernon, Consulting People Ltd. (Business Transformation Cycle/Golden Path//Double Loop Learning), Judith Hemming (Constellations), Sandy Cotter (Bioenergetics).**

To find out more contact:

info@consultingwomen.co.uk

For more information about our services please go to our website at www.consultingwomen.co.uk