

# COACHING

# BY NEXT STEPS

*'Empowering your tomorrow'*



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**next steps**  
consulting

# COACHING BY NEXT STEPS

*'EMPOWERING YOUR TOMORROW'*

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We start by getting to know you, both as individuals and as a team, tailoring our solutions to meet your specific needs. We also understand that as a business you are looking to increase your effectiveness, whilst keeping costs and disruption to a minimum.

Building relationships relies on trust, and effective coaching that leads to positive change, stems from honest, open exchanges. Everyone has different perspectives and challenges, and we'll help unpack them to develop meaningful, realistic goals.

We don't believe in a one size fits all approach. With over twenty years of experience in coaching and training, we bring a wealth of expertise to your team. In addition to individual and team executive and business coaching, Next Steps also offers wellbeing coaching, ensuring comprehensive support wherever our journey takes you.

Coaching can:

- Serves as a bridge for new arrivals
- Facilitation conversations for dysfunctional teams
- Supporting the people transformation in new systems,
- Bringing clarity to communication issues and resolutions
- Overcoming leadership challenges
- Developing high performing teams
- Enhancing the opportunity for many of the other areas across your business

Whether you're seeking a three-month jump-start or a long-term partner to delve into broader areas, it all begins with a conversation.



# WHO WE WORK WITH



# TESTIMONIALS

“Next Steps personal, one on one coaching style is innovative and adds real value. It has been central to the development of my leadership skills and capability. My coach made a point of getting to know me personally. They recognise the need to do this in order to understand personal values, business objectives, drivers and conflicts. They create a safe environment in which to challenge and develop your thinking.”

“Next Steps has provided me with a ‘tool kit’ of models which are applicable to many commercial opportunities/problems. Most notably, Next Steps has significantly grown my capability in designing, leading and implementing organisational changes. Next Steps will remain a really critical partner in both my personal development and the development of the teams I lead.”

“I personally have had a long association with Next Steps, over 15 years. They have coached and supported me in the three businesses I have worked for, in a variety of assignments. Their expertise lies in their ability to fully understand the needs of the client, and their solutions are always well thought through, challenging and pragmatic. They can be absolutely relied upon to deliver the solution to an extremely high standard and on many occasions going above and beyond what was expected.”

# WHY NEXT STEPS?

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- Every client is unique and so are our solutions. We tailor our offer to the needs of your organisation and your desired outcomes.
- Significant experience and expertise working across a broad range of sectors and industry's.
- Experienced and passionate coaches who have substantial experience of coaching at all levels.
- We can provide resources to work at both a strategic and hands on operational level with the ability to scale as needed.
- A trusted partner, we work in partnership with your organisation and your HR/People teams to ensure a win win outcome for everyone.

# THE BENEFITS OF COACHING

Coaching doesn't just add value to your people, it can contribute to the long term success and sustainability of your organisation. A study by Manchester Inc. found an average ROI of 5.7 times the initial investment in leadership coaching.

But what are some of the other benefits to coaching:

- Clarifying goals and how to achieve these
- Providing accountability helping individuals stay on track
- Raising self awareness leading to personal growth
- Boosting confidence translating into enhanced performance
- Better employee engagement and satisfaction
- Retaining and developing talent and succession planning
- Achieving a healthier work-life balance
- Managing stress and building resilience

**'We leave your organisation in a better place'**



# OUR COACHING APPROACH



We recognise that coaching is personal to each individual and so we ensure that we select the right coach for your organisation and your people.

We follow a tried and tested format for all our individual and group coaching sessions using well known coaching models as well as building relationships and trust quickly to maximise the impact straight away. We are your partner and your cheerleader giving you the headspace to think and confidence to achieve your goals and objectives.

All our coaching sessions are confidential, providing a safe space for individuals to discuss sensitive issues, explore vulnerabilities and overcome obstacles that might be hindering development.

# LEADERSHIP COACHING

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Our leadership coaching programmes are focussed on enhancing the effectiveness, performance and leadership skills of executives to help them to achieve their professional goals to drive organisational success.

Each individual we work with has different goals they want to achieve and challenges to overcome within their organisation.

Examples of the work with do with leaders includes:

- Raising self awareness and understanding strengths and areas for development through assessments, observation and feedback
- Goal setting and aligning these to the needs of the organisation
- Skill development including those areas critical for leadership success such as communication, decision making and emotional intelligence
- Being change ready and how to successfully manage strategic change
- Building and maintaining positive relationships as well as influencing Board members and peers
- Leading teams, overcoming people challenges and managing talent

Our coaching programmes are typically 6 or 12 months, though tailored options can be delivered.



# GROUP AND TEAM COACHING

With group coaching the answer is in the room. This approach is more interactive, using the power of the group to achieve individual and shared goals. Group coaching can be an ideal way to bring together new teams and first time managers in supportive and facilitated environment.

The benefits of group coaching include:

- Increasing team function and maturity
- Breaking down silos
- Shared learning
- Building social connections
- Building trust
- Inspiring creative thinking
- Increasing collaboration
- Diversity of thinking
- Building confidence
- Encourages accountability
- A more cost effective option



Our group coaching sessions can be in groups of up to 6 people and we offer 3, 6, or 12 month programmes. A blended approach of group and individuals coaching can also be offered.

# RETURN TO WORK COACHING

Coaching can provide a structured and supportive framework for individuals to navigate the transition back into the workplace and their teams following a period of time off. This could be returning from maternity or paternity leave, long term absence, sabbaticals or secondments. Whatever the reason, individuals may experience; a loss of confidence; a shift in priorities or a change in the working environment which can make this return to work feel daunting.

We enable people to be at their very best when coming back from leave, alleviating any anxiety, empowering individuals to deal with the changes they are having, helping individuals to reset and recognise their strengths and development needs.



# WELLBEING COACHING



Wellbeing coaching allows individuals the time and a safe space to focus on themselves and set goals to improve their levels of wellbeing.

Individual or group wellbeing coaching can be delivered for either one off sessions to re-focus on specific areas of wellbeing through to a programme of sessions allowing multiple areas of wellbeing to be focussed on.


Wellbeing coaching will focus on:



- Identifying current levels of wellbeing
- Understanding wellbeing goals and aspirations
- Reflecting and resetting
- Exploring personal motivations and commitment levels
- Determining any challenges or obstacles
- Establishing plans and what help is needed
- Breaking down goals to make them achievable
- Holding individuals accountable and supporting them on their journey

The benefits of wellbeing coaching include; building self awareness and confidence, increasing motivation and empowering individuals to take responsibility for their own wellbeing.

# MBTI

## The Four Myers-Briggs Preference Pairs

Extraversion  or  Introversion  
Opposite ways to direct and receive energy

Sensing  or  iNtuition  
Opposite ways to take in information

Thinking  or  Feeling  
Opposite ways to decide and come to conclusions

Judging  or  Perceiving  
Opposite ways to approach the outside world

MBTI is the world's most widely used personality assessment tool for a reason.

We use the MBTI assessment framework in individual and group coaching as a basis to help people better understand themselves in a way that is relevant to them.

Our team don't just run the MBTI assessments, they bring the outcomes to life and make them relevant for your people and your organisation with clearly identified next steps. We can focus on individuals or individuals and teams help individuals understand:

- What does this mean for me?
- What does this mean for my team?
- What does this mean for my organisation?
- How can I use this to enhance my key skills and competencies.