

intaconsult

Working in harmony to transform your business

Coaching through  
Change

# Coaching through Change – A point of view



## The case for coaching

- Executives today are facing wide ranging, complex business issues they need to address which include: dealing with coronavirus, business start-ups, mergers, performance turnarounds, IT implementations, going digital, and the like involving changes to the organisational structure and individual careers. Key business drivers for coaching include achieving or maintaining market leadership, and business survival through change. As business coaches, we are most likely to be invited to work with executive and senior manager levels to help them deal effectively with these challenges
- We often start with the impossible: *'I don't know where to start', 'There is not enough time', 'There are not enough resources', 'It's wrong', 'My team are not up to it!' 'How do I manage now coronavirus is reducing?' 'I don't have the right team in place', 'When will change stop?'*

## What is coaching?

- Coaching is about self-awareness – the Coachee has the answer themselves! We help them explore both the challenge and the solution. Only then can personal, concrete choices be made by the individual. The Coachee has their own solution to their own problem. The Coachee can develop and their performance, can improve if they want to, as we are drawing on an inner knowing through facilitation. If the Coachee takes responsibility and accountability for their thoughts and actions their performance can improve. Coaching should be action and solution orientated to create effective lasting change raising self-awareness and transformation

## Impact

- Coaching helps to empower individuals and organisations to manage change and turn their mission, vision and goals into reality. Coaching helps Coachees to move toward and achieve their true potential, improving performance through praise, challenge and re-enforcement. It can be a counterbalance to the traditional education processes that taught us what we are 'good' and 'bad' at. Often an observer can see positive changes in physical countenance, growth, enthusiasm and emotion as Coachees experiment with new behaviours and concepts – achieving change

## Our Plan

- Over the next few weeks we are going to share some of our approaches and their impact on individuals, teams, transformation and business as usual – you will have already seen them, it is nothing new, but what is important is we know how to use them and how to transfer these skills to you and your team

# Intaconsult – Coaching through Change – Recognised Responses to Change

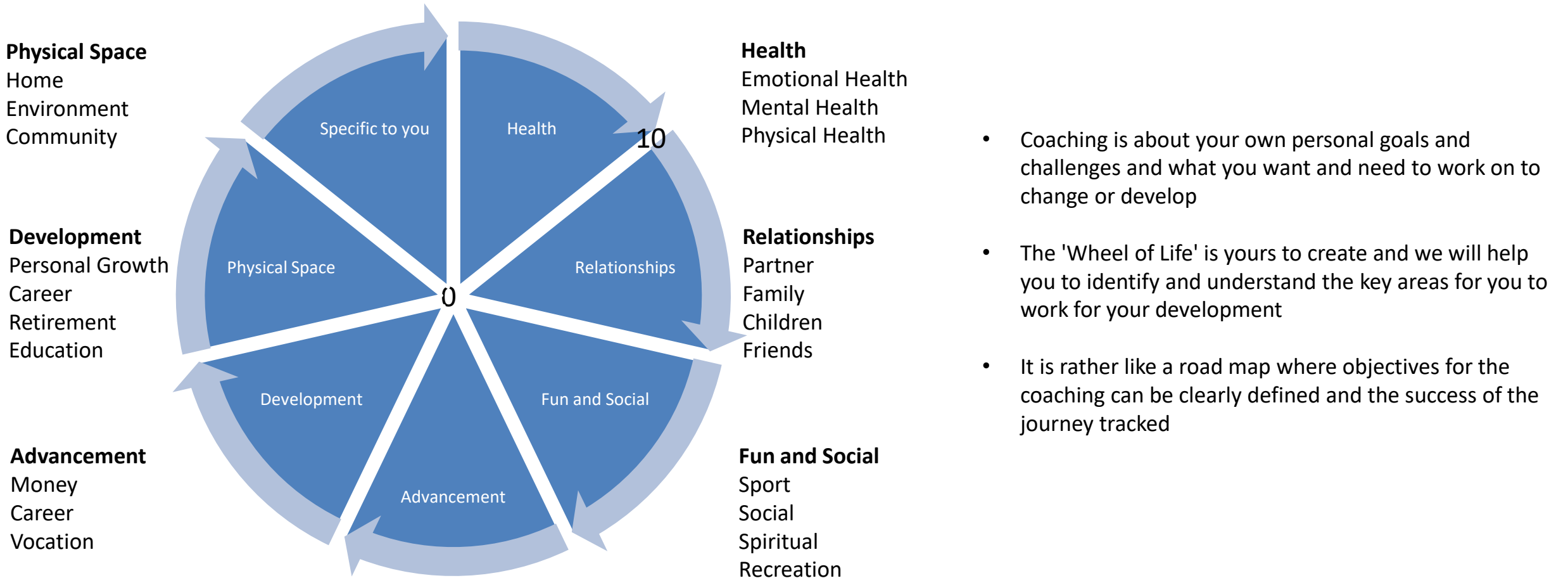
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- Many of our clients know and understand the change curve and so there is nothing new here. Well maybe not - but a reminder never goes amiss
- We believe that coaching can help both individuals and teams face into and move more quickly from the 'Looking to the Past' phase of change to the 'Looking to the Future' phase reducing resistance and achieving greater engagement with the design and implementation of the changes
- Helping individuals and teams through the change curve with coaching is one of the most effective change tools and with your people onboard your change is likely to be more sustainable

Working your way through the Change Curve can be accelerated through Coaching

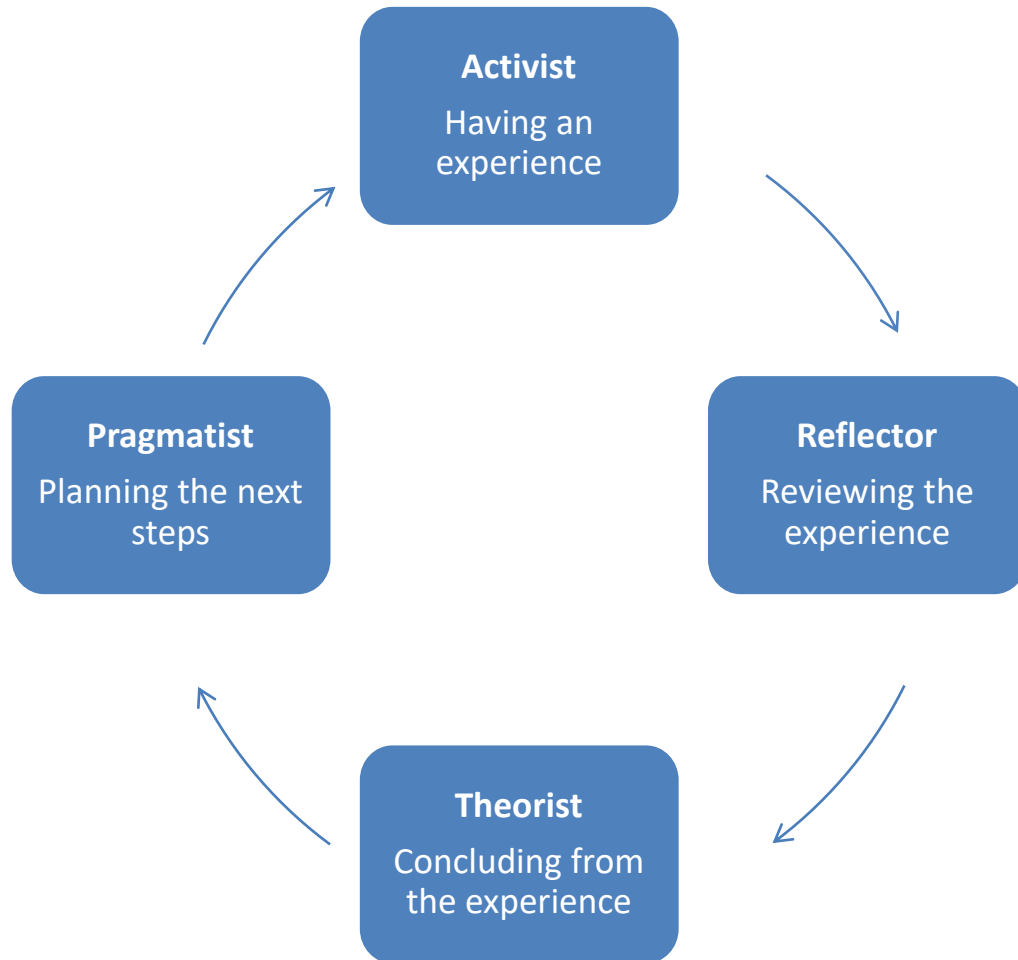
# Intaconsult – Coaching through Change – The Wheel of Life



Understanding areas for personal growth and development

# Intaconsult – Coaching through Change – Peter Honey Learning Styles

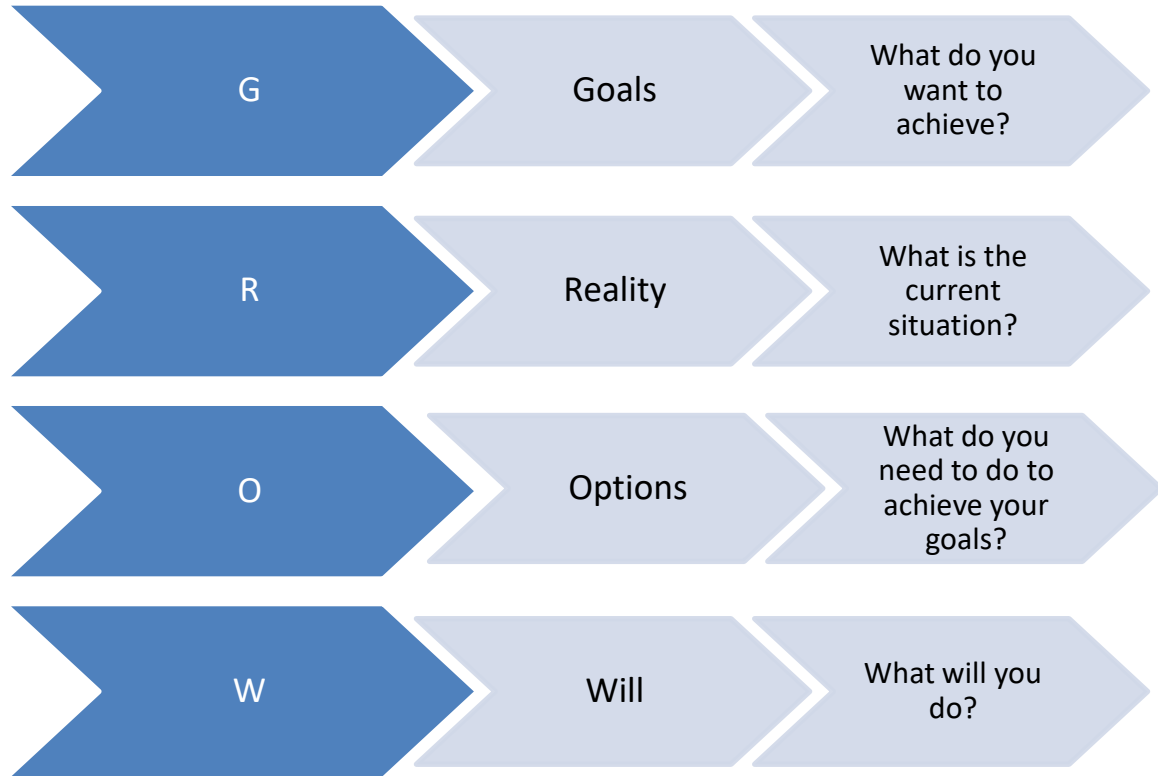
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- We all have different ways of giving and receiving information and indeed 'Learning Styles'
- At the outset of our coaching we spend some time with you in helping you to understand your own personal style
- We can then adapt how we coach to suit your needs and ensure that the coaching process we adopt enables you to develop

Learning styles that support the Coaching approach

# Intaconsult – Coaching through Change – The Grow Model



- A simple yet effective Coaching Model developed by Sir John Whitmore nearly 40 years ago - leading then and now to clearly defined outcomes and personal growth
- The 'Coachee' is guided to define the problems, challenges or development areas they wish to work on and then in identifying the solutions and how to make the changes
- This model can be used equally effectively as a part of a coaching programme or used by managers and coaches 'in the moment' to enable colleagues to find solutions to their business as usual challenges

A simple yet powerful framework for Coaching

# Intaconsult – Coaching through Change – Change Management – 5 Steps to Success



- Change Management is a constant in organisations and is arguably even harder for employees to make sense of this today - coaching can help this process and is the most effective tool to achieve the success you need now and in the future
- Coaching can be used to help organisations move effectively from state to stage and help you and your colleagues to manage uncertainty and well and to channel enthusiasm towards the change goals
- Through coaching you can harness engagement and enable your employees to own and manage the changes through out the 'Change Journey'

Coaching, individuals and teams can help an organisation move through the Stages of a Change Process

# Intaconsult – Coaching through Change – Summary



## **The Wheel of Life**

- Coaching is about your own personal goals and challenges and what you want and need to work on to change or develop. The 'Wheel of Life' is yours to create and we will help you to identify and understand the key areas for you to work on your development. It is rather like a road map where objectives for the coaching can be clearly defined and the success of the journey tracked

## **The Change Curve**

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## **Peter Honey Learning Styles**

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## **The GROW Model for Coaching**

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## **Change Management – 5 Steps to success**

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