

Case Study – Sub Lot 1 Board Level Coaching

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| Introduction | I have worked with many Board members. I have conflated my experience to preserve confidentiality. |
| Board Level coaching | <p>From 2013 – date, clients at this level include;</p> <ul style="list-style-type: none"> ■ Managing Director and Sales Director from a multi - national, £multi - million engineering organisation ■ Director of Employment and HR Director at an organisation providing international educational services ■ Director and Partner from a Chancery Lane law firm ■ Chief Executive from a Charity ■ Public sector Board Chairman ■ Engineering Director for a high tech, high growth transatlantic organisation. |
| Approach | <ul style="list-style-type: none"> ■ Following chemistry checks, these Execs chose me as their coach. ■ Length of engagement varied; contracts ranged from £1.5-4k. Typically, we meet monthly for 2 hour sessions. Some sessions are virtual. ■ Some opted for questionnaires to enhance self - awareness and specific skills related to their goals, such as Emotional Intelligence, Handling Conflict. ■ Others opted for team coaching with their senior management teams. |
| So what's different about coaching at this level? | <p>Directors I have worked with encounter challenges not faced by junior colleagues:</p> <ul style="list-style-type: none"> • Relentless pressure to deliver, leading to increased stress levels. • No clear boundaries between work and home. Often put in hours that eat into private time. • So much in demand in their present role, little time for personal/career development. • Thrive in action-orientated, pressurised environments; however, this leaves scant time for thinking, especially around strategic issues and risks. • Issues Directors grapple with are highly confidential; often can't be discussed systematically with busy peers, which makes it hard to gain focus on a clear and compelling vision. • No sounding board or opposing opinion. The more senior you become, the less frequently others tend to challenge. |
| Typical Goals | <p>Here are a selection of goals recent Board Level clients have brought:</p> <ul style="list-style-type: none"> ■ Thinking through strategic issues ■ Reflecting on own effectiveness |

- Freeing up time from operations to strategy
- Managing risks and damage limitation
- Handling challenging colleagues and stakeholders
- Building networks
- Managing stress levels
- Work life balance
- Impostor syndrome.

Sample Client Comments



“Angela is a fantastic coach! Our session were very business focussed and helped me to move forward on difficult issues. Good follow up and support materials available too.” **Susan Clews, Chief Operations Officer**



I have worked with Angela on a couple of occasions. Angela has exactly the right balance of being able to push you out of your comfort zone when required and also to support your thinking to unlock new aspects of the issue under discussion. I look forward to working with Angela again in the future. **Mark Gill, Commercial Director**



“Angela’s coaching skills are effective: she listens without telling you what to do; lets you talk things through and reach your own conclusions; gently and wisely prompts when necessary, offering tools to help where appropriate. The biggest difference the coaching has made to my organisation is having a more effective leader with a sensible workload, a managed diary and time built in for creativity and reflection”. **Suzie Brown, Chief Executive**



“I recommend Angela as a coach to even the most seasoned leader, to gain a fresh and innovative perspective. The challenges Angela makes in each session have made me a stronger leader.” **Andrew Gunter Smith, Operations Director**



“Angela is a truly inspiring coach, with the perfect mix of challenge and support. Each session has been a personal journey of discovery with tangible outcomes, clear actions and some true 'light bulb' moments. It has been a real pleasure working with Angela and i would highly recommend her.” **Chris Ingram, Chief Executive at Style Acre**