

peoplewise



Coach

Coaching solutions

Proven coaching solutions
to suit you and your business



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COACHING FOR GROWTH

Accelerate growth in your business

One-to-one coaching

Fulfil your employees' potential with individual coaching focused on personal growth.

Team coaching

Align a team to a shared purpose and enhance understanding between team members to strengthen team performance.

A coaching culture

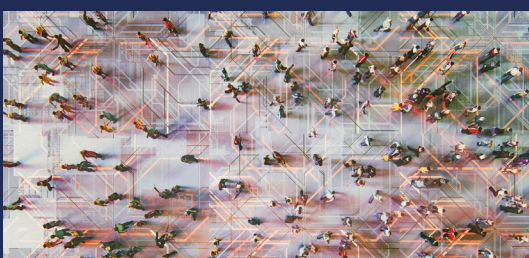
Provide leaders with the coaching skills needed to have effective coaching conversations and cultivate a coaching culture.

Internal coaching community

Build internal, professional coaching capability to provide coaching and mentoring for others in your business.

We are an award-winning business psychology consultancy specialising in strategic talent assessment, development and transformation.

All our coaching solutions are strengthened through our suite of psychometric tools that increase self-awareness and measure progress on the development journey. Our award-winning assessments – including our Perspectives Leadership and Talent (PLT) Assessment Solution and our behavioural pulsing tool, Spark – deliver behavioural insights and learning nudges while evidencing business ROI.



Help your employees reach their full potential and accelerate growth



COACHING FOR GROWTH

We take your growth personally

Between 2019 and 2022, the coaching industry grew at an average rate of 7%, becoming a 20-billion-dollar industry in just three years. The reason behind this huge rise is simple: **coaching delivers results.**

Let us help you deliver transformational growth through our coaching solutions.



COACHING FOR GROWTH

Why Peoplewise?

01 Proven STAR technique

Our coaches use our proven STAR coaching technique, which works at a psychological level to address root causes and transform human behaviour in a deep and lasting way. Our STAR approach is grounded in up-to-date science, going beyond generic, superficial behaviour change to shift limiting beliefs, break old habits and develop new mindsets. Our approach offers professionals of all levels the time and space to reflect, explore Strategic Alternative Realities (STAR) and achieve their full potential.

02 Business understanding

Our coaching is purpose built for the real business world, with coaches who have first-hand, senior-level business experience. Our track record with clients across all business sectors and around the globe means that we understand the realities of business growth and change, and how to equip people to thrive in that context.

03 Professional standards

Our world-class executive coaches are qualified business psychologists, educated to Masters level or beyond, and are members of the International Coaching Federation (ICF), British Psychological Society (BPS) or similar regional governing bodies. This means you can be sure that we bring the highest standards of expertise, ethics, curiosity and passion.



OUR APPROACH

Enabling growth

Coaching is personal. It's about connecting in deeply meaningful ways. It's natural for it to touch on beliefs, self-doubt, mindsets, perspectives, values, behaviours and the person's life. That's why how we coach is so important.

Our STAR coaching approach brings shape and focus to our coaching and encourages self-reflection, exploration and experimentation to address entrenched thoughts, behaviours and emotions that hold people back. Our coaches create the right conditions for identifying meaning, generating strategic alternative realities and building commitment for action.



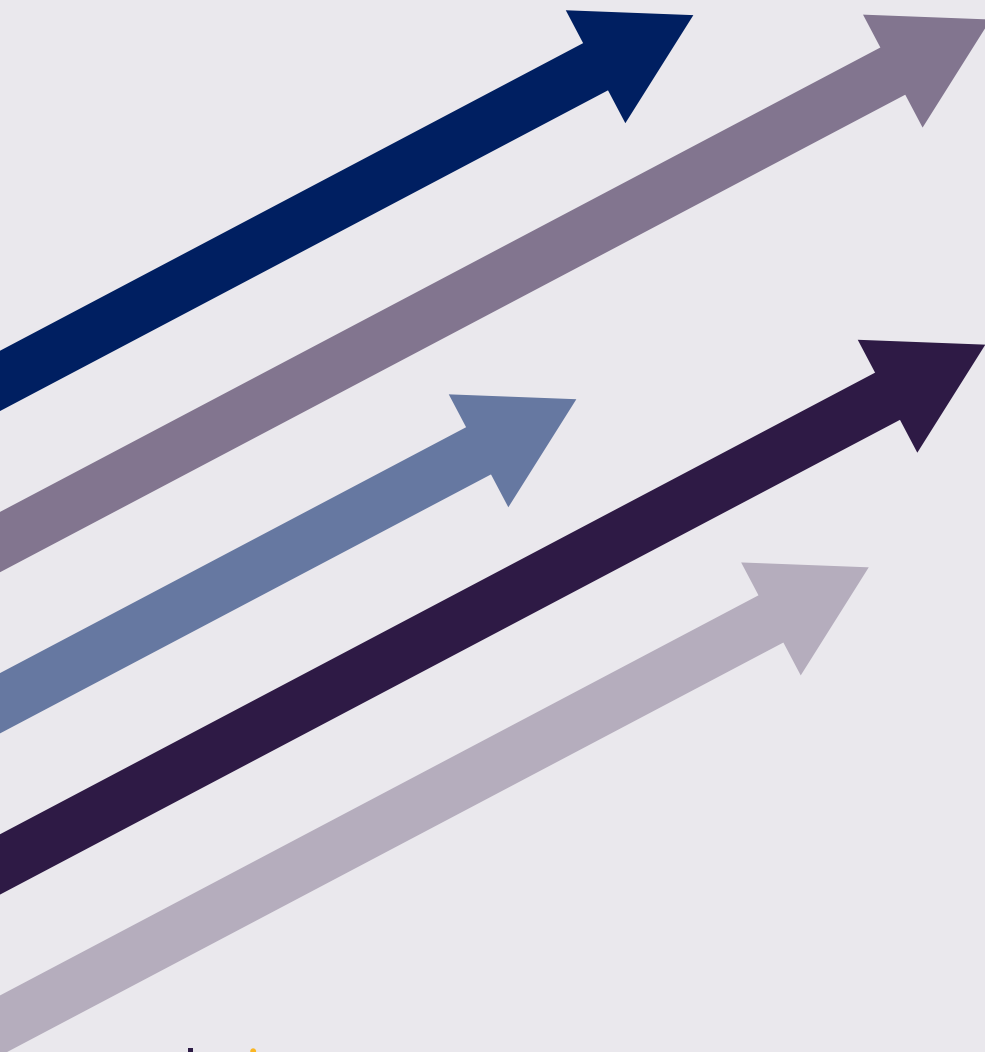
One-to-one
coaching

Team
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Our coaching solutions



COACHING FOR GROWTH

One-to-one coaching

We offer personalised, one-to-one coaching programmes for all levels of an organisation and across a range of contexts.

Transition coaching

Transitions can be incredibly varied, from role changes, adapting to a new seniority or expanding career horizons in other ways. A smooth succession or transition of an individual to an executive role, for example, can make or break wider organisational success for months and years to come.

Building personal impact and resilience are just two of the typical areas of focus of transition coaching. Both are essential parts of leadership.

This coaching is ideal for:

- Leaders stepping into new roles
- Those stepping up or stepping across in remit
- Executive leaders joining the C-Level for the first time
- Any experienced employee going through career change of some kind
- Supporting individuals experiencing change

Coaching for high-potentials

High-potential employees have the ability and ambition to succeed in organisations. This is for those rising stars to develop leadership capabilities and accelerate career growth.

This coaching will help:

- Develop a robust pipeline of leaders who feel nurtured and valued
- Develop the individual's influencing capabilities – vital skills for future, senior roles
- Spark greater self-awareness, which will enable them to be agile and adapt
- Motivate them to explore, identify and achieve their potential
- Give them that confidential space to overcome limiting beliefs

Coaching for board members

Our highly personalised, one-to-one coaching for board members provides a trusted, safe space to reflect and talk, supporting them to maximise their personal contribution and impact on the board.

This coaching will help to:

- Gain clarity on their unique leadership purpose at this level
- Assess individual strengths and development areas and how these can be best leveraged
- Identify blind spots or areas of political and strategic improvement
- Develop impact and executive presence
- Explore challenges in a confidential space and confide in someone as a 'sounding board'

COACHING FOR GROWTH

One-to-one coaching solutions



Fully accredited coaches. Proven STAR approach.

We offer flexible, one-to-one coaching solutions, with our most popular programmes comprising six or twelve sessions.

Six-month

The six-session, six-month programme may be optimal if you are targeting a specific agenda, timeframe or behavioural change.

Twelve-month

If you are looking for deeper or more holistic development, then the twelve-month, twelve-session programme is usually a better fit.



“Executive coaching with Peoplewise has clearly accelerated my career trajectory. The structured programme enabled me to enhance my strengths and develop my strategic thinking to successfully navigate the executive landscape. My coach was skilled at bringing the very best out of me through a combination of psychological evaluation, competency analysis and behavioural appraisal wrapped together in a safe and enjoyable environment. Their coaching has been a true door-opener to enhance my capabilities and ensure long term strategic thinking at the highest level.”

Managing Director
Global facilities management sector

COACHING FOR GROWTH

Team coaching



Fully accredited coaches. Proven STAR approach.

Improve collective performance and find strength in a team's unique dynamics through team coaching.

This coaching is ideal for:

- Helping teams to develop strategy and share their vision
- Supporting team integrations
- Identifying team performance issues and strategies with actions for optimisation
- Enhancing understanding between team members and team dynamics
- Identifying team strengths, risks and leverage points to enhance performance
- Building positive, change-ready team cultures

Team coaching provides protection and inspiration for better working, connectedness and impact.



COACHING FOR GROWTH

Team coaching solutions

We offer flexible team coaching solutions and our most popular are half-day or full-day off-sites. We use a number of our proprietary tools, including our Influencing Styles Profiler, DISC Personality Profiler and Positive Resilience Profiler, to deliver high-energy, deep-insight team workshops.

What a team workshop could look like:

Defining our high-performing team and creating team flow

- Setting the groundwork
- Building trust

Understanding different personality types and where I fit in

- This is our team
- Know thyself, know thy teammate

Strengthening team relationships and how we work together

- Building a more cohesive team culture
- Strategies, action planning and commitments



“Following an organisational update to support our ambitious growth plans, my leadership team had expanded across Europe, and I was keen to accelerate knowledge-sharing, collaboration and team connectivity. Addressing topics such as personality differences, matrix working, and cross-cultural communication, Peoplewise facilitated a tailored and inspiring leadership off-site for me, which brought greater appreciation, alignment, and commitment to our ways of working.”

“I have partnered with Peoplewise across a number of years now, using their executive coaching and team facilitation solutions, and find that their psychological credentials combined with their business know-how and flexible attitude, make them a trusted organisational development partner.”

Divisional President
Corporate real estate sector

COACHING FOR GROWTH

A coaching culture

A coaching culture is one where the prevailing mindset and behaviours of the organisation are, literally, coach-like. When an organisation adopts this approach, hierarchy gives way to partnership and collaboration and blame gives way to curiosity, honest evaluation and learning.

We can help you cultivate a coaching culture through bite-size coaching skills workshops. These equip leaders and employees to hold effective coaching conversations in any situation and discover how they can build a coaching culture within their team and the wider organisation.

Our workshops are highly energising and develop the mindset and skills to create lasting culture shifts. Following the workshops, our proprietary behavioural pulsing tool, Spark, gathers ongoing feedback to help track, nudge and embed the coaching behaviours.

This coaching is ideal for:

- Increasing engagement
- Developing people and performance
- Fostering creativity and agility
- Raising personal responsibility and accountability
- Developing change management capabilities



COACHING FOR GROWTH

Coaching culture solutions



Fully accredited coaches. Proven STAR approach.



We offer flexible coaching culture solutions and our most popular are half-day or full-day workshops. We use a number of our proprietary tools, including our Positive Resilience Profiler and behavioural pulsing tool, Spark, to deliver high-energy, deep-insight coaching culture workshops.

Key areas in a workshop:

1. Understanding the skills, principles and practice of effective leader coaching
2. Reviewing people's own ability as a leader coach
3. Undertaking leader coaching in the workplace

COACHING FOR GROWTH

Internal coaching community

Build internal, professional coaching capability to provide coaching and mentoring for others in your business. As a double zero (highest) rated Institute of Leadership and Management (ILM) Centre, we offer the Level 5 coaching qualification, which is ideal for those who want to provide internal coaching and mentoring services.

We will work with you to build a cohesive coaching strategy for all levels of your organisation and build the capabilities to deliver it, including upskilling coaches, leaders and HR professionals to coach and mentor to improve the performance of others.

We also offer internal coach supervision support by providing a reflective forum for coaches where they review their coaching activity in a safe and confidential space with an experienced supervisor. This is important to ensure the highest standard of coaching and ethical delivery in the coaching community is maintained.



Fully accredited coaches. Proven STAR approach.

Internal coaching community solutions

We offer flexible, internal coaching community solutions. Our most popular programmes are based on internal coaches obtaining the ILM Coaching Certificate, supported by quarterly supervision forums.



We can take you further

Assess

Our research-led psychometric, assessment and analytics tools reliably measure people's capabilities and predict their potential, so that you can make better hiring and investment decisions.

Develop

Our leadership development, personal effectiveness and executive coaching programmes equip every person to achieve their potential and perform at their best, so that you can build a stronger business with home-grown talent.

Transform

Our research insights, team workshops and change strategies identify and build change-ready cultures, strong talent pipelines and high-performing teams so that you can achieve effective transformation and sustainable growth.

Let's talk

Are you ready to accelerate your business growth through proven coaching solutions?

Contact us to get started.

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FIND OUT MORE

peoplewise.co.uk

peoplewise

WHERE PSYCHOLOGY TRANSFORMS BUSINESS

Peoplewise is an award-winning business psychology consultancy specialising in assessing potential, developing leaders and transforming business.