



Business Coaching to improve 'Quality of Thinking' and 'Real-time Performance'

The first 90 Days and beyond

Crucial first impressions

Recently promoted Managers / Directors or those taking on a new role or both a new role in a new company always find the first few months critical. Both the company and the employee themselves want to produce a performance *that 'hits the ground running'*.

Vulnerability

They are particularly vulnerable in those first few months and lack an in-depth knowledge of the specific issues to be faced, the history/ politics and the experience that's yet to be earned. It's regularly true that if the first few months are a problem; then the rest of the tenure tends to be too.

Success is in everyone's interest

It's therefore in the interest of both parties that this initial period is fruitful; successful in terms of the Manager/Directors own analysis of their performance and also in tangible results achieved for the organisation.

Business Coaching with Martin in this situation will achieve the following where appropriate;

- Alignment of employee and organizational goals
- Development of appropriate business skills
- Application of leadership approaches appropriate to the new role
- Definition of both strategic and tactical thinking and applications
- Confidence building
- Clarity of positional and political expectations
- Gaining of credibility with superiors, peer group, and subordinates
- Building of rapport with key stakeholders and influencers
- Integrating past performance with new performance expectations
- Enhancing emotional intelligence skills

Programme Details: The core coaching programme of 4 hours one to one coaching per month is recommended for the first 90 to 120 days. This charged at £1600 per month + VAT (and travel expenses when incurred).

Integral to this programme is an initial coaching agreement with clearly defined goals; this is developed with the client, the client sponsor (normally the clients boss) and the coach; a mid period review with the 3 parties; and a final wrap up session. Please note that these will form part of the 4 hour per month allocation.