



## Coaching

### *Focus on... achieving real improvements in behaviour*

Learning and adapting is a key leadership competence, if not the most important. Successful leaders of people need to deploy different styles as people and situations around them change, being able to adapt and work effectively with one's team and others to achieve sustainable performance. Our executive coaching services equip managers with the skills to coach and tailor their approach in order to help their staff realise their true potential.

Coaching is available for individuals at all levels within the business - not just for senior executives. Increasingly, all levels of staff in businesses are required to take on a coaching skills as part of their role. Coaching might be particularly appropriate for:

- Talented technical people who have reached senior positions and now requiring to apply wider managerial skills.
- Those who have identified development areas from 360°, development centres or appraisals and now require some assistance in *how* to personally tackle these.
- HR and other professionals moving into a coaching role.
- Successful leaders who wish to go that extra mile.
- Anyone who is in a mentoring role.
- Functional managers who want to make the transformation to business leaders.

Coaching provides many benefits to the individual and the organisation including:

- Playing a key role in supporting cultural change processes
- Assisting with performance management
- Enhancing the leadership skills of managers
- Promoting decisive action
- Encouraging broader thinking
- Building commitment in staff to the company's purpose and goals



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