

Leadership Coaching

Enhancing organisational
effectiveness

Inspiring
Leadership

**Leadership
Foundation**
for Higher Education

Leadership Coaching

Enhancing organisational effectiveness



Leadership coaching effective, professional and designed for you

What is leadership coaching?

Leadership coaching unlocks a leader's potential, enabling positive individual and organisational change. It provides a secure, confidential space in which leaders are supported and challenged to reflect, discuss and take action.

Leadership coaching benefits both the individual and the organisation as a whole. It is explicitly directed at improving an individual's leadership capability, so helping their organisation to thrive.

Why choose our coaching service?

As the largest specialist provider of leadership development to higher education we have a unique understanding of the complex challenges faced by vice-chancellors, pro-vice-chancellors, senior managers, academics and higher education professionals as they pursue their leadership goals.

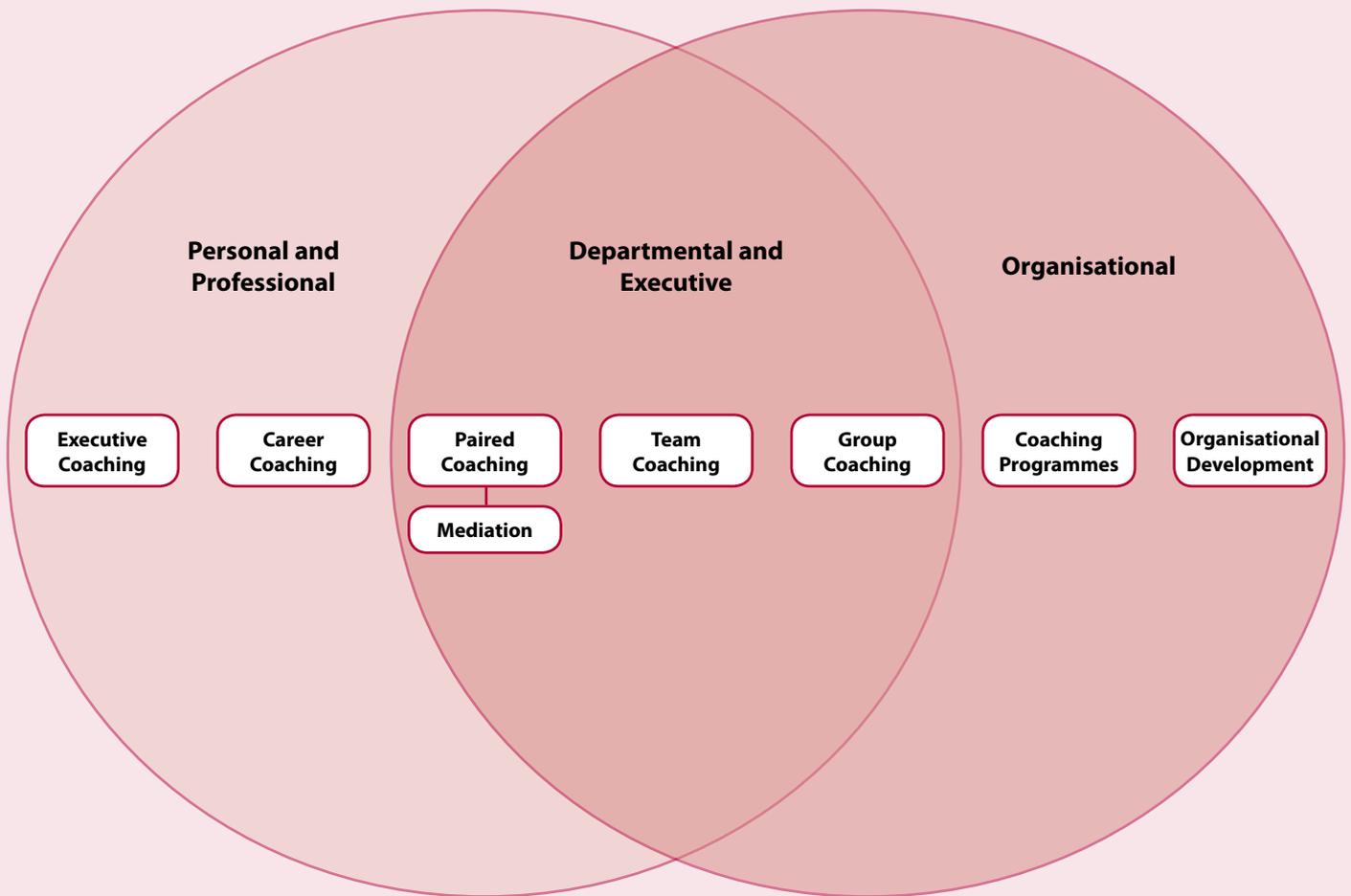
All of our accredited, quality-assured coaches are experienced in higher education as well as having complementary experience in the private, public and not-for-profit sectors. Our diverse range of coaches means we can offer different styles, approaches and coaching expertise to meet the needs of individuals (including senior leaders) and teams. We always carefully match you with the best possible coach for your needs.

What they say:

"One-to-one coaching can really help think through challenges from a variety of different angles, provide a safe space to explore issues, and encourage self-reflection. It is often a transformative experience."

**Professor Anthony Forster
Vice-Chancellor, University of Essex**

Our coaching programmes



Coaching for personal and professional development

One-to-one **Executive Coaching** for senior leaders:

- Provides feedback about leadership style to improve leadership skills.
- Builds confidence and sets leadership direction.
- Helps leaders to negotiate the relationship between strategic leadership and operational issues.
- Supports leaders as they manage change.
- Offers space to reflect, away from daily pressures.

One-to-one **Career Coaching** programmes include:

- First 100 days coaching for newly appointed leaders.
- Coaching for promotion: develop gravitas and presence.
- Transition coaching into a new role or retirement.
- Back to work coaching: encouragement and a confidential sounding board for returning leaders.
- Career reviews: clarify strengths and needs to create a career plan.
- Career plan implementation and CV/interview skills.
- Psychometrics and 360 appraisals.

Coaching for departmental and executive teams

Paired Coaching can:

- Provide mediation for pairs with performance, management or other challenges.
- Encourage and guide pairs working towards goals or projects.
- Strengthen communication between the pair, improving effectiveness.

Team coaching can:

- Enable teams to get the most out of their collective skills and strengths.
- Support established teams working towards organisational or team objectives.
- Strengthen cohesion within newly formed teams.
- Support teams facing organisational change or restructuring.

Group coaching can:

- Improve cross-departmental collaboration to share perspectives and promote idea generation.
- Encourage networking and opportunities for growth.

Coaching for organisational development

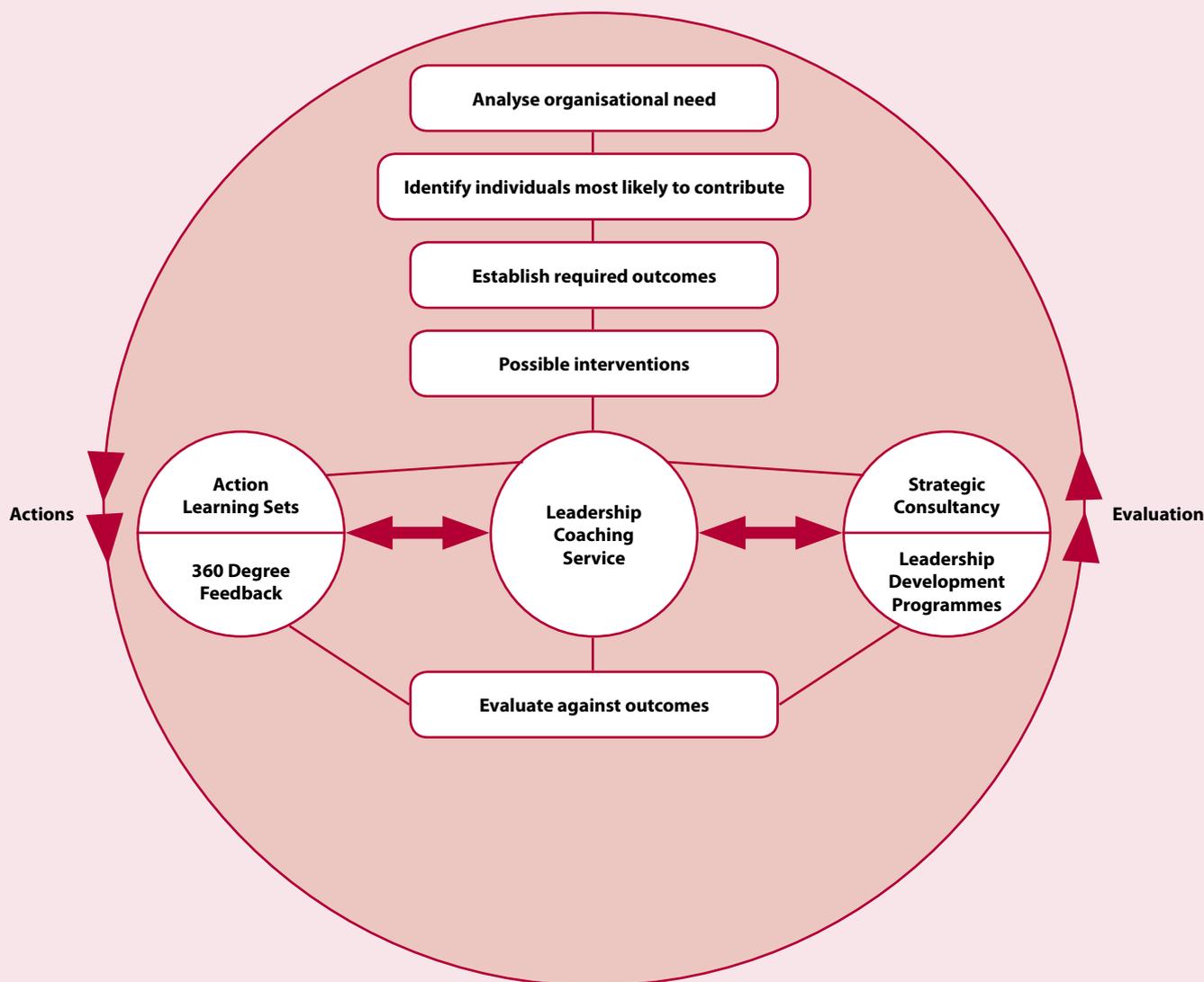
We offer a range of in-house programmes to help you to embed leadership coaching into your organisation's development strategy. Our programmes, which can all be customised to meet your individual institution's requirements, focus on the essential practical tools and skills you need to introduce or enhance a coaching culture. These include:

Feedback and coaching: this course gives you the practical tools to deliver powerful and constructive feedback to your staff, peers and seniors while also enhancing working relationships.

Essentials of coaching supervision: aimed at HR professionals, coaches and supervisors working in higher education, this course enables institutions to provide affordable, relevant and effective supervision of their coaches and mentors.

Essentials of coaching for results: This workshop, for academic and professional services staff, encourages managers to use coaching to improve performance.

Setting up a coaching and mentoring academy: This practical and cost-effective two-day programme enables you to set up your own in-house academy to provide relevant and effective coaching. It teaches coaching and mentoring methods, tools and techniques for use both in groups and with individuals.



Our leadership coaches

We have more than 20 coaches on our register and our distinctive value lies in our ability to provide coaches with the relevant higher education experience at all levels of seniority. Meet Louisa Hardman and David Wagstaff, two of the professionals we have on our team.

Louisa Hardman



Louisa brings extensive experience of the commercial, public and not-for-profit sectors to her coaching work in higher education. Having coached vice-chancellors, registrars, deans and heads of department from a range of universities, she is familiar with the personal, professional and institutional implications of the rapid changes affecting higher education.

What's behind the success of her coaching? For Louisa, the answer lies in the development of a respectful and confidential relationship based on a shared commitment to achieve the best possible outcomes for the client and institution. Reflective yet rigorous conversations are also critical.

Clients say that they value the depth of Louisa's insights, coupled with her ability to create a challenging yet empathic tone that fosters fresh thought and practice.

David Wagstaff



David Wagstaff coaches at senior levels in higher education, having worked on large scale organisational change programmes and coached senior executives in the private sector.

David believes that coaching needs to be both supportive and challenging as clients explore the difficulties and opportunities that accompany their roles. He encourages clients to look at what might be hindering them from achieving their full potential and what might be stopping them from achieving their organisational objectives.

His coaching has a strong developmental orientation. He has a particular interest in top teams and helping clients to understand their own team's dynamics. A further interest is in working with senior academics who are moving into leadership roles with little or no formal training.

Leadership Coaching

Enhancing organisational effectiveness

To engage a Leadership Foundation leadership coach or to find out more about our coaching services, contact:

Tom Irvine

Director of Consultancy
E: tom.irvine@lfhe.ac.uk

Sweta Purohit

Consultancy Business Manager
E: sweta.purohit@lfhe.ac.uk

What they say:

"I have a difficult relationship with a colleague and the opportunity to discuss this and develop a strategy – which has resulted in an improved working relationship – has been really useful."

What they say:

“The one-to-one coaching was very useful and identified the key challenges I am facing as well as suggesting the best way of dealing with those challenges.”

What they say:

“I was able, within a supportive but challenging environment, to think through issues and to prioritise tasks. I felt able to speak freely and to explore strengths and weaknesses of both myself and the people I manage. This was very helpful in clarifying my thoughts on how to move forward in a period of significant change. Feedback was extremely useful and supportive. I really enjoyed the coaching sessions; they made me feel valued and positive.”

Contacting us

If you would like to speak to someone about your leadership development requirements contact us on:

info@lfhe.ac.uk

or connect with us at any of the contact points below:



Follow us on Twitter

www.twitter.com/LFHMarketing



Join us on Facebook

<http://on.fb.me/LFFacebook>



Join us on LinkedIn

<http://linkd.in/LFHLinkedIn>



Visit our Website

www.lfhe.ac.uk

Inspiring
Leadership

**Leadership
Foundation**
for Higher Education



Please consider your environmental responsibilities and, if printing this pdf recycle the hard copy after use.

February 2013