

*“Do you struggle to equip your leaders and managers with the skills they need due to traditional leadership and management development not delivering the impact required?”*



## The Problem

Gartner reports that 60% of HR leaders rank their organisation's leader and manager effectiveness as their number one priority. However, 24% of the HR Leaders state their current development offering does not equip their leaders for the future of work.

The consequence of this is that your organisation may be failing to remain agile, innovative, and therefore competitive in an ever-changing business landscape.

The problem with your current development initiatives are two-fold: firstly existing structured leadership programmes do not provide what they need for the challenges they are personally facing; and secondly, it is not at the time they need it.

The new skills and mindsets required by leaders (curiosity, agility, adaptability, humility, empathy, and vulnerability), do not translate well into a traditional classroom learning environment. The lack of timeliness means that the development you provide can often seem irrelevant and will be forgotten way before there is an opportunity to apply the learning - resulting in little to no impact.

## The Solution

Coaching can solve these issues and provide you with development that is impactful and long-lasting in the following ways:

- **Relevance:** Coaching provides personalised and relevant development as the intervention is centred around the specific goals and needs of the coachee.
- **Timeliness:** Coaching provides support at the point of need, meaning almost simultaneous learning and application which is an essential component to behavioural change and impact.
- **Action-orientated:** Coaching relationships focus on actionable steps the coachee commits to undertake, and progress against these will be reviewed throughout the programme to ensure that change is achieved.

Book a free coaching session with our CEO and the first master coach in the UK - Pam Bateson. [Book here.](#)