



The Big Blue Box Ltd

## Agile Coaching

### Coaching Changes Now!

#### The Challenge for Executive Coaching

Executive Coaching is a powerful, catalytic experience creating insights and potentially life-changing outcomes for individuals.

However numerous factors including availability, culture, perceived cost and ROI and inertia constrain the potential impact.

The result is:

- Missed opportunities to support at the moment of development need
- Failure to maximise talent and potential across the organisation
- Culture and performance are compromised

#### Agile Coaching Aims:

- To cascade timely, high-impact 'executive coaching'
- To monitor cost, ROI and enable evaluation
- To focus upon the coachee's opportunity
- To deliver within a 'light', scalable process
- To create and support a 'coaching-style' leadership culture

#### Benefits for the organisation

- Culture:**  
'People Policy' and strategy alignment, supports engagement, retention  
Commitment to coaching and development, inclusion for key people  
Creates 'coaching-style' leadership culture, trust and accountability
- 'Stewardship':**  
Planned entry-level investment, scalable delivery, 'light' administration  
Facilitates prompt decision making, availability, evaluation and ROI
- Performance:**  
Supports innovation and change

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# Big Blue Box Agile Coaching

## Coaching Changes Now!

### Who are the intended 'Coachees'?

- People with opportunity, potential and a current development need
- Emerging leaders and 'talent' - key people throughout the organisation
- People seeking personal growth, development, promotion, or change
- People with preparedness to engage in coaching

### Benefits for the coachee?

- Ownership** by coachee creates engagement and accountability
- Timely** L&D support at the moment of opportunity
- Confidential** and independent delivery
- Focus** upon coachee's priorities
- Project Proposal** prepared by coachee
- Ease of access:** 'call off', ZOOM / TEAMS delivery
- Performance:** improves skills, leadership
- Impact:** across work and life, and is potentially life-changing

### Commercial Details

Commitment:	12 months
Base level fee:	£TBA / month
Billing:	Quarterly in advance, 1st April, July, Oct and Jan
Payment terms:	Direct Debit
Minimum Resourcing:	2 hours per month, 'called off' as 4 x 30min 'coaching units'
Additional Resourcing:	£TBA / month, purchased as 2x30-minute 'coaching units'
Value:	'Carry-over' of unallocated coaching units not 'called off'
Booking process:	Diary link to create video appointment with coach
Evaluation:	Periodic 'Stewardship' review for evaluation and ROI etc.

For more information and a quotation please email:

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