



The Big Blue Box Ltd

About the Big Blue Box

1. Our Purpose

The Big Blue Box 'mission' is:

To Unlock Potential

Our ethos is:

'To leave it better'

Our aim is:

To make working life more enjoyable, productive, fulfilling and consequently happier for our clients, our coachees and their employers

2. How we achieve this

We achieve this through coaching and mentoring, in a style that facilitates, supports, and even challenges people to bring about positive, life-changing results, in (and outside) the workplace.

We have been coaching and mentoring key people in organisations for more than 20 years.

Almost without exception the first thing our clients remark upon is:

We listen.

The immediate benefit of being given a '*jolly good listening to*' is fundamental to our way of working. This can be a powerfully **cathartic** process, effectively **enhancing self-awareness**. It provides the basis for our ongoing support.

Our coaching is a **confidential conversation** between a coachee and the coach. The coachee sets the initial agenda, is given time to talk and is listened to, without judgement. The coach brings a real curiosity, listening and reflecting back the answers to questions, and sometimes challenging, seeking to really understand.

This process of being 'thoroughly listened to' can create insights which help to raise self-awareness. Building self-awareness may help redefine the agenda, to remove the barriers and be the catalyst to change. This helps the coachee to unlock their potential.

Mentoring is a process of sharing and transferring knowledge and experience. A mentor will usually have knowledge and experience in a specific area of expertise, and the mentee will seek the guidance of the mentor in those areas.

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3. Our individual clients

Sponsorship

Most of our coachees are sponsored through their employing organisation's HR or People strategy.

Client Roles

Our coaching and mentoring clients, mentees or coachees, are C-suite; CEOs, business owners, founders or partners, MDs, Directors and S/VP, or 'High Potential' emerging talent, perhaps approaching or undertaking their first board-level promotion.

They are high performers, experts in their discipline, highly experienced, with significant personal, life and organisational responsibilities. They are open, ambitious and growth-oriented, seeking to learn, change and further improve performance.

Career and Life stages

They are usually mid-career, and mid-life and have busy, complicated lives, perhaps with challenges from family life, perhaps with caring responsibility for children, or parents, whilst balancing work and life and career choices.

Challenges

They are 'time poor' and experience the usual necessary stress in the range of motivational and appropriate for peak performance, but for some their stress levels exceed their ability to retain their resilience. This leads to anxiety and potentially to burnout.

Clients observe that the 'rules' that have worked so effectively to get them to this stage in their lives and careers may not be so effective in the future.

Reaching out for help can be seen as a weakness.

The wider coaching culture

There have been significant cultural changes in recent years. Individuals are more able to be open, to ask questions and seek a clarity of purpose, and alignment with values and priorities. Mental health priorities are now recognised and understood.

High performers are now accepting and usually actively seeking timely, independent and confidential support to improve performance, navigate change, and enhance their resilience and agility.

Coaching Outcomes

As senior leaders, clients are seeking outcomes with impact their performance and that of their peers, teams and organisations. Our processes have evolved to deliver appropriate results, sometimes with life-change outcomes, at pace.

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4. Project examples

These are illustrations of the breadth of real issues addressed and outcomes achieved within typical executive coaching and mentoring projects.

Some frequently occurring issues and outcomes include:

- Enhancing self-awareness – learning about themselves, with a wider perspective, provides the keys to personal development, enabling behaviour change
- People preparing for, or responding immediately after a promotion
- Handling change - perhaps approaching a significant change in role
- People in 'first time' leadership roles – delegating and letting go of areas where the individual is an expert, this action is fundamental to effective senior leadership
- People making the transition from professional to manager of professionals – the change from operations to strategy is particularly challenging – exchanging control for influence
- Self-confidence, imposter syndrome and decision-making – sometimes we forget our own stories, fail to truly value and use our experience
- Defining individual purpose, values, ambitions and priorities
- The first-time CEO or MD – suddenly it's lonely! Independent advice is highly valued and a safe, confidential place to talk openly is cathartic.
- Leaders needing an independent 'sounding board' to assist with decision making
- Finding a safe place to 'vent'- to be really listened to, to be able to talk, in detail, at length and to 'hear' their own story - perhaps for the first time in their lives, creates insights that were hidden in plain sight
- Having someone to be accountable to for personal development
- Managing organisational and peer team 'politics' – working with others who may not share your priorities, values, rules and sense of engagement
- Facilitating connections and connectedness – a prerequisite for building trust and enhanced team collaboration
- Recontracting with others, perhaps peers, colleagues, their team or their manager – this is often a powerful moment of mutual reengagement towards the conclusion of a coaching series – frequently producing change for all participants
- Mid-career people looking for a change
- High potential people looking to achieve more
- Senior managers wanting to improve specific skills
- Navigating career change – making the most of the opportunity, finding a new alignment with purpose
- Support whilst returning to work
- Leaving well – support for leaving a job, creating succession, clear delegation, successful hand-over

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5. Why the business is called The Big Blue Box

a) It's a toolbox...

Open the toolbox to find the right tools, to find the solution, to resolve an issue.

There are several tools available, choose the appropriate tools for the task.

Many of the tools are regularly used and are familiar, valued and trusted. You may also find some new tools or create some just for the specific task.

Once used, the tools can be returned for safekeeping, until the next time when someone else might need them.

It's not a 'new' box, it's been in use for some time, it's dependable and trusted, solid and square, stable and strong.

b) It can be a metaphor for our process...

It's blue - a cool and calm colour, like a clear blue sky.

The working relationship is a calm, clear space, based on trust, collaboration and creativity.

It's safe and confidential.

c) The image is a metaphor for clients' requirements...

There is potential to be unlocked.

We can safely explore things that may have been locked away, out of sight, and again, it's somewhere that is safe and confidential.

If it is a 'pandora's box' then, if we decide to do so, it will be opened with care.