



Agile Coaching Coaching Changes Now!

- 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



Agile Coaching Key Innovations

• Annual subscription	• Quarterly investment
• Agreed budget	• Low risk – 'carry over'
• Scalable	• Availability – 'call off'
• 'Light' admin	• 'Stewardship'
• Evaluation	• ROI
• Coachee driven	• Opportunity focus
• Collaborative	• Impactful




Agile Coaching Who are the 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




Agile Coaching Benefits for the Coachee

<p>Ownership</p> <ul style="list-style-type: none"> • Coachee 'ownership' • Organisational 'stewardship' • Coachee accountability <p>Timing</p> <ul style="list-style-type: none"> • L&D support at moment of opportunity <p>Personal</p> <ul style="list-style-type: none"> • Confidential and independent delivery • Focus upon coachee's priorities • Project Proposal prepared by coachee • Trusted 	<p>Access</p> <ul style="list-style-type: none"> • Ease of access: 'call off' • ZOOM / TEAMS delivery <p>Performance</p> <ul style="list-style-type: none"> • Improves skills • Enhances leadership <p>Impact</p> <ul style="list-style-type: none"> • Benefits across work and life • Purpose • Engagement • Life – changing!
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Agile Coaching Benefits for the Organisation

<p>Culture</p> <ul style="list-style-type: none"> • Demonstrates 'People Policy' and strategy alignment • Commitment to coaching, learning and development • Inclusion - Key people • Engagement and Retention • Creates a 'coaching-style' leadership culture • Trust enhancing • Accountability 	<p>'Stewardship'</p> <ul style="list-style-type: none"> • Planned entry level investment • Scalable delivery • 'Light' administration • Ongoing and available coaching provision • Facilitates prompt decision-making around provision of coaching • Assists Evaluation and ROI <p>Performance</p> <ul style="list-style-type: none"> • Development at the time and place of need • Supports Innovation and Change
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Agile Coaching Commercial Details

<p>Commitment</p> <ul style="list-style-type: none"> • 12 months initially • Monthly fee <p>Resourcing - Base level</p> <ul style="list-style-type: none"> • 2 hours coaching per month • 4 'coaching units' of 30mins each • 'Carry over' of unused units <p>Quarterly billing in advance</p> <ul style="list-style-type: none"> • 1 April, 1 July, 1 Oct and 1 Jan • Pro rata if joining between quarter dates • Direct debit payment 	<p>Periodic Stewardship Review to include:</p> <ul style="list-style-type: none"> • Coachee's assessments • Actions and outcomes • Utilisation • Evaluation and ROI assessment • Appropriate monthly resourcing level <p>Additional Resourcing</p> <ul style="list-style-type: none"> • 2x30-minute 'coaching units'
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