



## The Big Blue Box Ltd

### **Bold Moves**

#### **The Background**

Facing redundancy two years ago P had accepted this very challenging position with his existing employer. He now finds himself in difficulties. His boss describes him as moody and that his behaviour has changed, he is disengaging and not 'strategic'. *'It's time to shape up!'*

#### **The Process**

In our first meeting we negotiated the coaching contract, passed the 'chemistry test' and moved on to review P's career story to date.

P was struggling to both develop a team and a process with insufficient resources. P was clearly unhappy and not thriving in his current role. He was close to tears as he contemplated that this current role was looking like a failure:

*'I've never failed at anything in my life, factually it's not failure, but I have high standards.'*

Exploring further into his early childhood it was clear that a particularly powerful experience had affected him:

*'[that experience] taught me to stop asking for things as they will not be provided – this has fully shaped my approach about asking for things - I felt like a burden to my parents, when I was told they could not afford [what I was asking for].'*

His inability to ask for help and resources combined with a clear sense of duty had left his managers unaware of the real situation – until it was almost too late.

The coaching conversations were a safe place for P to be honest about his feelings, to be challenged to face the real situation and to be open to obtaining the insights that the coaching conversation could facilitate.

P was initially defensive and protective of his interpretation of events but went away from the second session and reflected on the insights.

At our third session P announced that he had made a decision – he was going to resign his current job. He reported that he had already discussed it with his manager, who was astonished by the decision, but ultimately understood what had happened.

#### **The Outcomes**

We were able to explore how P had found himself in this position, what he had learned and how he would adapt his approach to a new role.

His mood, feelings of anger, of being a burden and of low self esteem were replaced by calmness and excitement, by self confidence, honesty and a preparedness to learn from the mistakes he had made. He found the courage to make, and act upon, a major decision and developed a positive approach to his future.

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P described his new resolution to:

*'...be proactive in seeking what I need, and influencing stakeholders more actively.'*

Which he summarised as

*'Courageous Integrity!'*