



The Big Blue Box Ltd

### Confidence for Promotion

This case illustrates coaching to assist managers as they approach promotion, and that people have to be ready to benefit.

K is a mid career manager who has found success in an untypical environment.

She felt she should be considered for promotion but lacked the confidence to make the right approaches.

*'Personal coaching had been suggested to me in my last 2 [annual] appraisals.*

*In 2007 I was unclear of what I wanted to achieve from personal coaching but when recommended to me again in 2008 I decided to give this more thought.*

*I have always had a desire to progress my career and develop within [the company] and therefore decided to embrace personal coaching to help me achieve this, using a [promotion opportunity] as my immediate target and using the profiling and feedback from my [development centre] as the source material to build upon.*

*I have found personal coaching a very effective way of [recognising] my core competencies and identifying that I have a strong set of transferable skills, and the process has really increased my confidence.*

*I recognise that I have to 'sell' myself to those who can influence my career and use networking opportunities to my advantage. I am now very happy to step right outside of my comfort zone and apply my skills to whatever task or opportunity comes my way.*

*Before coaching I judged everyone by my own standards.*

*For example, I have very strong people and performance skills so I naturally thought those senior to me would possess the same skills and promote me in the same way I do for the individuals who work for me.*

*I now recognise that this is not always the case and if I want promotion and development opportunities within [the company] then to some extent only I can make that happen.*

*Personal coaching has definitely given me the strength to realise that **I can** influence this and **I can** make it happen!'*

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