



The Big Blue Box Ltd

Facing Up To Things About Myself

These are the feedback comments from one of my coachees. There is a great difference between those who are sceptical and those who are not ready to engage. Coaching works when the individual is ready to accept assistance.

Background

The coaching followed a number of other internal initiatives for the UK leadership team within a multi-national organisation. For this coachee the independence and confidentiality of the coaching was particularly important as it enabled her to play her part in addressing performance issues within the leadership team whilst simultaneously receiving support for changes she wanted to make in her personal life – which were affecting her own commitment and engagement.

T's comments:

'Re: Coaching Thoughts.

At the onset I was sceptical over the coaching sessions and not sure of the point or what it would achieve.

However, keeping an open mind I agreed to participate and after the second appointment realised that these were and are of benefit to [the organisation] and myself.

Looking back to the UK Management team building, personal profiles and 360 feedback the coaching seems a natural progression.

It is worthwhile and seems now that if we all take note of what we are learning it will make us help make [the organisation] successful in meeting its challenges.

For me personally the conclusions and benefits are;

1, Amazed in the way the sessions made me face up to things about myself and others and how to handle. All part of meeting the challenges ahead. Being successful.

2, Self confidence is improving and my spirit returning.

3, Direction

I would like these sessions to continue as a 'follow up' once in a while.

My thanks to Chris as at times I found this difficult but feel it has been well worth while!

Outcomes

T realised that she needed a balance in her life – and that without that balance and support that a life outside work can give, issues at work became disproportionate.

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Confidentiality and trust are essential. Having access to independent coaching within the organisational context allows the coachee to work on both their performance in work and their life outside