



The Big Blue Box Ltd

Inspiring Courage And Clarity

Coaching sessions can be highly impactful with profound and immediate effects for the individual, but this project also impacts upon the organisation's culture and leadership.

Background

N is a mid career manager in a national organisation. Having made life decisions earlier in her career N is now keen to move her career forward to achieve her potential.

A first coaching session had revealed the clarity of ambition, courage and honesty to enable a coachee to 'stand up to be counted' for what she believes in. This courage and clarity has a profound effect on the organisation.

Her employer is undergoing considerable change and restructuring. She was invited to attend a launch event for the emerging organisation where the senior team would present the new brand, culture and strategy.

The Process

N tells her story.

'I had identified at my first coaching session that 'courage' – being prepared to stand up for my own values – was a development need for me.

I was able to put this into action with good effect when I attended the national launch event for a major re-organisation.

I will do it again!'

Together with many colleagues in the company N had been through difficult times leading up to this moment and was expecting things to change.

N continued her story.

'I was disappointed to hear some of the senior management making disparaging remarks about a previous speaker and a member of the management team.

Colleagues in the hall were in the main, laughing along with the joke.

I felt the need to express the way I was feeling. I commented at the subsequent 'round table' discussion that I thought the comments showed a complete lack of corporate identity and that it was not the way to launch a new 'brand'.

Colleagues around the table thought about this and then agreed with my view.

A management colleague at my table spoke to one of the senior management team after the event to feedback our views.

I subsequently attended a further, regional event.

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In his introduction, the speaker passed on the message that senior management wanted us to know that the new organisation is not an 'us and them' and that any derogatory comments expressed elsewhere were to be disregarded and we are now all 'one team'.

N's intuition and courage struck a chord with her colleagues and by speaking out immediately she managed to create an awareness in the senior team that changed the way the organisation behaved.