



The Big Blue Box Ltd

Real Impact

Coaching's impact can be career and life changing, and the real issues can be more substantial than the given remit. The discussions can uncover issues that may be 'hidden' from the sponsoring organisation but also not recognised by the coachee. The coaching focus is upon achieving change for the individual and must sometimes deviate from the given areas defined by the initial brief.

These are the feedback and evaluation comments that E made after the coaching sessions concluded.

The Briefing and Remit

The coachee E was referred with a specific remit to enable him to operate more effectively at Board level yet the outcomes, whilst addressing the brief actually far exceeded expectations.

'Although your remit was to look at how to improve my influencing skills, it ended up being far more than that.'

'You have provided me with valuable insight on not only how to deal with the influencing issues, but how to improve my focus, deal with difficult personal issues and so much more.'

Format

The format of just 4 sessions, each of indeterminate duration focused the process on achieving results within a given timescale.

The length of each session enabled issues and emotions to be fully explored.

'The number of sessions was limited, but what you managed to achieve in those sessions was truly remarkable.'

'Your skills and approach to the sessions have taught me so much more - the tears, laughter and the realisation of the issues will be with me forever and will help guide my future.'

Independence

The value of the coach being independent of the sponsoring organisation was also very important in achieving the results.

'This was also a truly independent service, with me feeling that your aim was to improve me, rather than merely trying to make me more effective from my employer's point of view.'

'Your approach to the process was top notch and so much better than all the other "mentoring" approaches used by others whom I worked with in the past.'

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Registered in England No: 4401635

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Insights and Outcomes

E had confidence issues, and a complex home life that he had masked from his employer. For the first time in his adult life he was able to talk openly.

The insights were profound.

'You have allowed me to see my potential and make me take pride in what I have done to date - "celebrating my success and achievements".

You changed my misconceptions about myself and how I tend to undervalue my contributions.

I am more confident and determined to achieve my goals and know that I have lots to offer - all thanks to your support.'

Conclusions

When I fully achieve my full potential then I will look back to these sessions at the moments when the tide turned in my favour!

Chris - thank you very much and may you continue to do such good work with others who will greatly benefit from your services.

E went on to make a series of significant career and life decisions which were initiated in the coaching sessions.