



## The Big Blue Box Ltd

### Turnaround

This one session succeeded in enabling the coachee to change his approach and attitude and to find a new, potentially 'life changing' direction out of a significant disappointment.

#### The Background

Q is a senior manager in mid-career but facing TUPE into a new role in a new employer. He has had some coaching during the approach to the takeover but as the transfer was looking satisfactory Q had chosen not to include this within his coaching agenda and had focused upon other development opportunities.

In the hours before our coaching session Q had just received some devastating news about his future career prospects. Feeling that his career was not part of his coaching plan, he considered cancelling the session whilst he got over his disappointment. However he decided to attend as planned.

#### The Process

Initially we focused upon 'catching up' on developments and Q decided to share his news.

Some time was spent examining the short term options that presented themselves. Realising that none of the options presented Q with satisfactory longer term solutions the conversation turned to what Q would really like to happen and where his passions lay.

Re-examining Q's life as a whole in the new context, it very quickly became clear that there were some areas of life that gave Q immense satisfaction. The possibility of incorporating those 'quality of life' aspects into his career plan had not really been examined – partly because Q didn't know how to make it happen.

#### The Outcome

The coaching session framed an action plan for the short term but also for the medium term to incorporate a greater 'quality of life'.

Discussion focused upon identifying the extensive resources that could be engaged to support Q in changing his career direction. These resources included: his partner and her attitude, his network of contacts in his 'target' area, his reputation, the evident goodwill that he had generated and his own passion for the idea.

Q left the session - that he had considered cancelling - with a renewed motivation, and an ambition to examine a potentially life changing new direction.

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