



New Leaders Intensive Coaching Programme

“Having worked at a senior level in the offshore finance industry for over 20 years, I am well aware of the employment challenges presented in Guernsey by full employment, ambitious growth targets and housing licence restrictions. To my mind this means that Guernsey employers really need to nurture and develop all available on island talent, to make the most of these limited resources. However, all too often we see great technicians promoted into leadership roles before they are equipped to handle the people management side of the business, some do thrive in their new environment but many spend a painful transition period leading to sub-optimal performance and/or staff turnover for themselves and their teams.”

Michelle Johansen

Format

Sponsoring Organisation

1 hour design meeting to set goals and objectives

One-to-One Coaching

Up to 10 hours of face-to-face or telephone coaching

Additional Support

Up to 2 hours ad-hoc telephone coaching support plus unlimited email support

Recommendations

At the conclusion of the coaching intervention the Coach will make their recommendations to the sponsor regarding the next steps

Duration

4 – 6 months

Cost

As agreed

The **New Leaders Intensive Coaching Programme** is designed to help new leaders handle the people management side of their new roles. Whilst tailor made for each individual's needs, the coaching programme works on the basis of raising self-awareness, uncovering habitual behavioural patterns, as well as increasing responsibility for impact.

New Leaders Intensive is for managers at all levels, from first line managers to new executives with board responsibilities who: -

- Are about to be or who have recently been promoted
- Have been identified as future candidates for managerial/senior roles
- Have been identified as key talent within the organisation
- Are facing new challenges or leading a team through a period of change
- Have already had leadership training and want to put it into action
- Have expressed a need for leadership coaching

Personal Outcomes

- Draw out and develop leadership talents and strengths
- Raise awareness and understanding of what it takes to be a good leader
- Equip participants with the skills and knowledge they need to be a successful leader
- Create work-based activities for learning

Organisational Outcomes

- Facilitate succession planning
- Increase loyalty and productivity
- Improve perception as an employer of choice
- Improve bottom line
- Reduce staff turnover costs

Please contact us for more information

cato@johansenexecutivecoaching.com

michelle@johansenexecutivecoaching.com