



- Individuals and organisations face significant challenges to achieving good performance.
- Lacking clear personal goals can lead to reduced engagement and underperformance.
- Our coaching service addresses these issues, making key individuals feel valued, advancing talent management and giving support during hard times.
- By their nature these assignments must remain confidential.

What did our client need?

- Our client is a senior exec in local government.
- He was involved in a major organisational process: merging two departments.
- At the same time a number of personal challenges were having an adverse effect on his performance at work.

How did we help?

- We decided that a bespoke, personal coaching service would be most suitable.
- In particular we looked at:
 - Personal support;
 - Technical guidance for restructuring organisations; and
 - Developing personal leadership effectiveness.
- A close working alliance was present throughout; understandable given the intimate nature of the project.

What challenges did we face?

- Making the coaching compatible with a demanding workload.
We held our sessions at the end of the day.
- Allowing for developments in work agenda.
Our structured approach was also flexible, responding to immediate support priorities.
We initiated regular formal reviews, enabling us to measure overall effectiveness.

What benefits did our client gain?

- Our client was able to approach the organisational change agenda with authority and conviction.
- He decided to extend the project as a personal commission (on a time limited basis) to focus on career coaching.

“I feel like we are way ahead of expectations. Thanks for your assistance, the method of your approach gets very good results.”
Senior Manager, Financial Services (Confidential)



For more information on Coaching:

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