

# Coaching and Mentoring for individuals

## Outline

There are times in every working life when one's performance can be increased with additional support, and additional learning. Sometimes coaching covers periods of particular strain, supporting you to keep perspectives and make the best decisions. At other times, a particular learning need emerges, and coaching allows you to explore new approaches, and to redress imbalances in your skills.

Life at Work specialises in providing a range of approaches, suitable for different people and situations. The style and content of the coaching is always adapted to meet the needs of the individuals concerned, making sure it is the best investment of your time and money.

## Coaching can increase your ability to:

- live and work at your best;
- sustain performance over periods of stress;
- reduce strain and provide support;
- develop creativity and resourcefulness;
- provide crucial skills improvement in sensitive areas;
- improve communication 'up' and 'down' in organisations;
- increase emotional intelligence;
- develop confidence, gravitas and positive authority;
- foster enjoyment and motivation.

## Approach

Needs-based Communication is an adaptation of the internationally recognised *Nonviolent Communication*<sup>™</sup> in which Life at Work trainers are trained and certified, combined with expertise in Focusing and Thinking at the Edge.

## Testimonials

*My coaching sessions opened new ways to deliver the business making me a hundred times more effective as a manager.*

**Middle Manager,**  
national government agency

*I highly recommend coaching from [your coach]. She manages an excellent balance between responding to my experiences of the moment and moving me forward in the acquisition of new skills to deal with complex organisational and interpersonal challenges. The Needs-based coaching framework is a fruitful one and although it takes some time to master, [your coach] is very good at providing case studies and practice opportunities which can be addressed in our phone coaching sessions.*

**Director of Marketing,** international publishing house

*The quality of coaching was superb, and the commitment of [your trainer] to our employees was above our expectations.*

**Human Resources Manager,** private-sector company

## Coaching and Mentoring Approaches

**Executive coaching:** Individual coaching sessions provide the ideal setting to recreate professional challenges as personal learning. They enable you to live and work at your best, maintaining your vision, motivation and leadership momentum.

**Mentoring managers:** Committed managers often spend a great deal of energy mentoring others, with little support for themselves, and without any training in mentoring. With their own mentoring coach, a busy manager can redress the balance of support, and learn from their own experience how to foster mentoring relationships that directly benefit the whole organisation.

**Life coaching:** At some points in our lives, we need support and perspective to reconnect with our vision, find our creativity and develop new approaches to old habits. Life coaching helps you design your own programme of personal development that encompasses your professional work, work-life balance and personal interests. We also offer specialist consultations in relationships, nutrition and alternative health, home environment and personal finance.

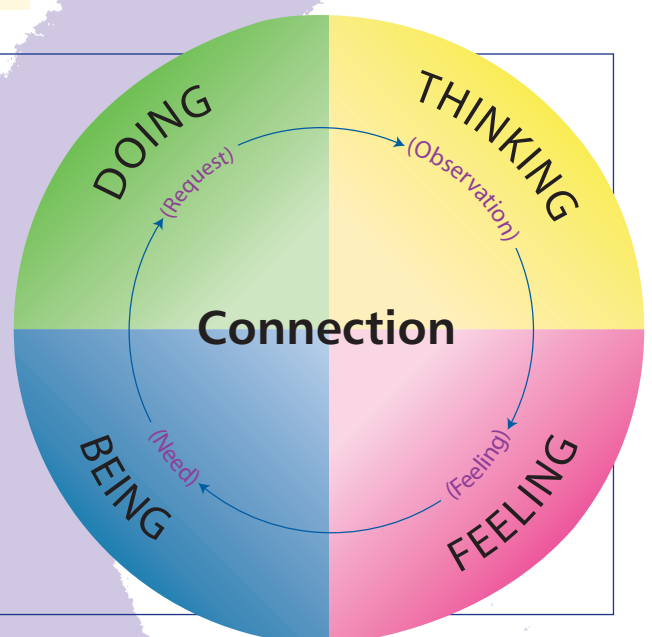
**Retirement coaching:** We can all benefit from a creative space in which to examine our life direction beyond work. Retirement coaching provides the opportunity to evaluate the needs that are met by our working lives, and looks at how those needs can continue to be met in retirement. It also explores your contributions to the lives of those around you, and invites you to look at new – perhaps unexpected – ways to carry forward the momentum of your experience, with energy and enthusiasm.

*As a senior manager in a busy public organisation ... I am accountable for ensuring we meet a wide range of targets and standards of service. Working with [Life at Work] is helping me relate to both customers and people at all levels in my own organisation in a more enjoyable and authentic way. I find we are more able to honestly express and resolve our concerns. Feedback from my own staff indicates that we share a growing sense of trust, clarity and purpose which means more of our time and energy can go into productive work and we are not only meeting but exceeding our targets.*

**Senior Manager**  
national government agency

### Whole-body Coaching

Successful communication is essential for any enterprise. However, communication is much more than what we say. It encompasses our thinking, attitudes, and emotions as well as our values, needs, actions and behaviour. The uniqueness of our approach is to encompass all aspects of a person, going beyond the words to a greater understanding of ourselves. On this basis we become increasingly perceptive to the situations and people around us, and better able to make the necessary judgements and choices demanded of us in our work. Our ability to listen improves, and we become much more flexible in our attitudes to others, increasingly able to respond with kindness and efficiency, finding our own authentic ways to express ourselves at our best.



**Life**  
AT WORK

### For further details:

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