



Agile Coaching

Coaching Changes Now!

The Challenge for Executive Coaching

Executive Coaching is a powerful, catalytic experience, creating insights and potentially life-changing outcomes for individuals.

However, numerous factors constrain the potential impact, including time and availability, culture, budget, perceived cost versus ROI, decision making and inertia.

The result is:

- Missed opportunities to support at the moment of development need
- Failure to maximise talent and potential across the organisation
- Culture and performance are compromised

Agile Coaching Aims:

- ☐ To cascade timely, high-impact 'executive coaching'
- ☐ To monitor cost, ROI and enable evaluation
- ☐ To focus upon the coachee's opportunity
- ☐ To deliver within a 'light', scalable process
- ☐ To create and support a 'coaching-style' leadership culture

Benefits for the organisation

- ☐ **Culture:**
'People Policy' and strategy alignment, supports engagement, retention
Commitment to coaching and development, inclusion for key people
Creates 'coaching-style' leadership culture, trust and accountability
- ☐ **'Stewardship':**
Planned entry-level investment, scalable delivery, 'light' administration
Facilitates prompt decision making, availability, evaluation and ROI
- ☐ **Performance:**
Supports innovation and change

The Big Blue Box Ltd

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Big Blue Box Agile Coaching

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Who are the intended 'Coachees'?

- ☐ People with opportunity, potential and a current development need
- ☐ Emerging leaders and 'talent' - key people throughout the organisation
- ☐ People seeking personal growth, development, promotion, or change
- ☐ People with the preparedness to engage in coaching

Benefits for the coachee?

- ☐ **Ownership:** by the coachee creates engagement and accountability
- ☐ **Timely:** L&D support at the moment of opportunity
- ☐ **Confidential:** independent delivery
- ☐ **Focus:** upon the coachee's priorities
- ☐ **Project Proposal:** prepared by the coachee
- ☐ **Ease of access:** 'call off', ZOOM / TEAMS delivery
- ☐ **Performance:** improves skills, leadership
- ☐ **Impact:** across work and life, and is potentially life-changing

Commercial Details

Commitment:	12 months
Base level fee:	£TBA / month
Billing:	Quarterly in advance, 1st April, July, Oct and Jan
Payment terms:	Direct Debit
Minimum Resourcing:	2 hours per month, 'called off' as 4 x 30-minute 'coaching units'
Additional Resourcing:	£TBA / month, purchased as 2 x 30-minute 'coaching units'
Value:	'Carry-over' of unallocated coaching units not 'called off'
Booking process:	Diary link to create video appointment with coach
Evaluation:	Periodic 'Stewardship' review for evaluation and ROI etc.

For more information and a quotation please email:

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