



Thism's Introduction To...

## Performance Coaching

Coaching is the act of facilitating the learning of others.

Its purpose is to maximize the potential of individuals, teams and organisations. This is achieved via 'learning dialogues' which offer a framework in which motivations and challenges can be identified and actions planned to achieve personal and professional goals.

There is an ever-emerging body of evidence that suggests coaching contributes to greater self-awareness, increased confidence, superior goal-setting, improved decision making and more effective use of time<sup>[1]</sup>. Therefore it can be reasonably said to offer, as many experts suggest, a significant return on investment<sup>[2]</sup>.

Coaching delivered by Thism may take the form of a brief or a longer term relationship. We utilise questioning techniques which challenge our clients' behaviours and attitudes, enabling them to identify activities which will generate their personalised *praxis* - - that is, informed committed action - and foster productive outcomes.

Our coaching therefore is always unique, non-judgmental, grounded in the client's experience, solutions-focused, pragmatic and tailored to their specific need. In addition, we are constantly mindful that the process must generate a return on investment, to both individual and their business. In short, then, the Thism coaching experience is about the 6 'P's - people, performance, potential, praxis, productivity and profitability.



These coaches have successfully supported senior teams in a variety of organisations. Mike's experience of Project Management offers a valuable resource for operational solutions, whilst Rod draws on his experiences in the psychology of professional development and sports science. Gabby's skills are more directed to organisational and people issues, a product of her HR background. All utilise a range of psychometric tools to assist the coaching process including, MBTI (Step I and II), Firo B, OPQ, Thomas PPA, Hay EI 360, Linkage LAI 360 and the Strength Deployment Inventory.

Typically an executive coaching assignment commences with a diagnostic activity, followed by our working across leadership teams, preferably on a one-to-one and face-to-face basis, although telephone and e mail support both have a role to play. Often, we aim to generate a 'self-help' coaching culture in which the ultimate goal is for peer/partner coaching to become the norm within the team.

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[1] CIPD Training & Development Survey, 2004

[2] Such as the Manchester Review, 2001, Volume 6, No. 1