



Unleash Your Leadership!

Coaching to help you think, feel and act like a leader

Do you want to...

- Lead more and manage less?
- Execute faster and make change happen?
- Be more visible and more vocal, especially with senior stakeholders?
- Challenge more and share your thinking?
- Have more confidence in yourself?

Then the **Unleash Your Leadership!** coaching programme is designed for you.

Why unleash your leadership?

Organisations that want to thrive need leaders firing on all cylinders so they can drive growth and transform their business. Yet as the challenges of leadership build, fear and self-doubt can get in the way of talented senior managers and directors unleashing their full leadership potential.

Coaching with Alison will help you :

- Understand and refine your unique leadership style
- Overcome fears and self-doubt holding you back
- Increase your influence with senior stakeholders
- Have confidence in situations where you are not the subject matter expert
- Learn how to let go of trying to control everything and focus on what matters

And, ultimately? Maximise your leadership impact so you can drive business growth and transformation.

This programme is for talented senior managers or directors facing new leadership challenges who want to lead more and manage less. They want to show up as a leader who is focussed and in command - holding the vision, leading effectively through others and driving business results.

What does the programme look like?

Alison's leadership coaching follows an overall framework within which coaching conversations are bespoke to meet each client's specific needs and objectives.

- **Coaching preparation** Leader receives a comprehensive coaching orientation pack with all the information they need to make the most of their coaching engagement. Includes a questionnaire to stimulate thinking about themselves and their coaching objectives in the context of their business goals.
- **Outcome-setting | Contracting | 3-way** Half-day meeting to align on the leader's coaching objectives in the context of their business goals and to agree outcomes and measures for the coaching programme. Includes a 3-way meeting with the line manager/sponsor.
- **Coach-led 360 (optional)** Alison talks with 6 stakeholders nominated by the leader, collates feedback and holds a call with the leader to discuss. Key themes will be integrated into the coaching objectives.
- **Psychometric (optional)** Feedback session with the leader based on either HoganLead or MBTI Step 2.
- **Coaching sessions x 6** Coaching sessions scheduled every 2 - 4 weeks.
- **Review & evaluate | Final 3-way | Action planning** We will have a final coaching meeting to review and evaluate progress against objectives, outcomes and measures and consider what that means for the

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leader's development planning moving forward. This will include a final 3-way meeting with the line manager.

4 months after the end of the programme

Post-programme review I will meet with the leader to discuss how the changes they are made are sticking and where they may need to refocus their attention.

What clients say about coaching with Alison...

"Working with Alison has been the single most impactful development that I have ever had." Senior manager, Media sector

"I feel established as a leader, accepted by the Board and generally more confident in my abilities. I'm regularly chosen to lead initiatives and offered other opportunities within the company." Director, Global technology company

"I now feel that there isn't a situation that's going to come up that I'm not going to be able to deal with." Head of Operations, Arts Sector

Profile : Alison Reid



Alison Reid is a leadership expert who helps senior managers and directors conquer new leadership challenges and drive business growth. She specialises in helping them overcome the fears and self-doubt which hold them back from unleashing their leadership potential.

An Oxford graduate, Alison has over 20 years' international business experience with organisations including Procter & Gamble, PriceWaterhouseCoopers and BakerMcKenzie, specialising in leadership development over a decade ago. She works with clients in a range of private, public and third sector organisations across the US, Europe and Asia Pacific.

Alison helps her clients think, feel and act like leaders by raising their awareness of mindset and behaviours that are holding them back from performing to their full potential and helping them design, practise and embody strategies which maximise their leadership impact. Alison's commercial experience means she understands the context her clients work within, the challenges they face, and the importance of setting measurable outcomes.

Alison is a certified Ontological Coach accredited with the ICF (International Coach Federation) and the author of white paper [Taking the fear out of leadership – A 3-step process](#). She is also an experienced facilitator and speaker.

Want to know more?

To discuss coaching for you or leaders in your organisation, please email me, Alison Reid, at alison@beyondbounds.co.uk or call on 01306 252 522 or 07704 298 966.