

Leadership Development Coaching



ROS TOYNBEE COACHING

Leadership is tough. It's a privilege and you are proud to lead. You've worked hard to get where you are. It brings many joys... and some challenges:

- Overwhelmed with all that there is to deliver
- Needing to influence effectively to succeed, yet uncertain as to how to proceed
- Disengaged or underperforming staff, or staff that need to work better as a team – or with other areas
- Easily triggered and needing to manage yourself better under stress



Something's not working. You've noticed that tactics that worked before aren't achieving the results you want for your team, your organization and yourself now.

The problem is unlikely to be your intelligence or your technical know-how (IQ). It is more likely to be behavioural, and specifically the way you are relating to yourself (EQ) and others (SI).

We are always relating to something – to ourselves, each other, our organisations – and indeed to Life itself.

By becoming more aware of your own emotional experience and others' you can influence your team and stakeholders more effectively to produce better results.

Align your practices with the latest research from neuroscience about how the brain and human beings operate, and take your people skills from Good to GREAT.

What are your leadership challenges?

Which relationships are not working out for you?

What would you like to explore and resolve?

"You have a canny way of pulling things together and distilling things down. You shed light on what is going round in my head and make sense of it. It is remarkable."

Nick Harris

Leadership Development Coaching is suitable for all leaders. What we specifically work on will be different depending on your level of seniority. Some of the many goals our clients bring to us to explore and resolve are:

- Broaden my leadership styles
- Lead with greater authenticity, creativity and confidence
- Know my strengths and play more to them
- Manage my energy and time better, work on the right things, prevent burnout
- Be a better coach for my team: unleash their strengths, wisdom, creativity and brilliance
- Get the team working better together, to be happy and high performing
- Speak up more, raise my profile, navigate office politics
- Build greater resilience, manage strong emotions in myself and others, respond rather than react, recover from failure
- Improve how I give and receive feedback
- Make better and bolder decisions
- Realise my full potential in this role and demonstrate what I am really capable of



HOW LEADERSHIP DEVELOPMENT COACHING WORKS

We start with a **three-way call** between coach, client and their manager and your coach to determine the focus for coaching

Strengthscope Leader™ (or similar 360® assessment) and **feedback session** to identify leadership strengths and gaps to be closed and to refine developmental objectives

Programme of coaching sessions, underpinned by our **proprietary frameworks and resources in our online client area**, with **actions** arising from each session to practice new skills and embed learning

Progress reviews midway and at the conclusion of the coaching to assess progress made towards initial objectives

Email support from coach as and when needed between sessions

Choose from 12, 9 or 6 sessions. Charities receive 25% off. Individuals paying for their own coaching have their own fee structure.

HOW CAN I FIND OUT IF THIS IS FOR ME?

Leadership Development Coaching is most suitable for all leaders, from first time managers to executive level.

The results you achieve will be determined by the level of focus and commitment you give to this programme. You will be more successful if you are open to being challenged, have the courage to step outside of your comfort zone and the discipline to follow through on actions arising from each call. You value learning and are committed to your own professional and personal excellence.

To find out more about how this programme works and whether it is suitable for you, we advise you to book a no-obligation 40 minute consultation by phone or Skype through our online calendar ([link here](#))

Your Coaches



Ros Toynbee LL. B **Director of Toynbee Associates**

Ros has over sixteen years' experience as an internal and external leadership coach. Her business background is in law, media and financial services. She is passionate about developing leadership and coaching capability so that leaders, teams and organisations function at their best. A Certified Coach for Stakeholder Centered Coaching she has also trained with the Centre for Right Relationship (CRR UK), CoachU and Newfield. Accredited at Master Certified Coach level with the ICF, she is regularly invited to speak at networking associations and in the press.



Duncan Müller MBA **Associate Leadership and Team Coach**

Duncan works with senior business leaders and teams across various sectors including marketing and media, financial services, IT and education – even HM Prisons. Before becoming a Coach, he spent over 20 years in marketing where he experienced leadership (good and bad) and led many teams across numerous organisations. Duncan is a Certified Professional Co-Active Coach (CPCC) and a Certified Organisational and Relationship Systems Coach (ORSCC). He is accredited at PCC level by the ICF.



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