

**DO YOU WANT TO GET THE BEST OUT
OF YOUR PEOPLE? IS IMPROVING THE
PERFORMANCE OF INDIVIDUALS AND
TEAMS IMPORTANT TO YOU?**

**OUR COACHING AND MENTORING
SERVICES ARE TAILORED TO YOUR NEEDS.**





Coaching & Mentoring

COACHING & MENTORING

Coaching is a deliberate process that enables learning and development, geared towards improving the performance of the individual or group being coached. At Carmdale, we have a full range of coaching solutions to fit with most budgets and requirements. Our coaching is typically delivered face-to-face for the best results but we do offer other options such as telephone coaching, Skype/conferencing and e-mail coaching. All of our services will be tailored to suit your individual needs.

Coaching v Training. When training is sought, there is normally a gap in knowledge, skill or attitude (or ability). Training immediately addresses gaps in skill and knowledge but very rarely addresses gaps in attitude about a certain skill. Training will always focus on the task, skill or job to be learned. Coaching takes a step beyond this, and becomes a powerful compliment to Training.

Leadership Mentoring is about providing you with the support of someone who has already built up considerable experience in leadership and has the skills and qualifications to provide you with the mentoring support that you require. Whether you are a new leader, someone who aspires to be a leader or perhaps you already have significant experience and are looking to develop just that bit further, there are great benefits to working with a Carmdale mentor.

‘Studies have shown that the investment in coaching can offer 100-500% return on investment in terms of productivity and benefits to those being coached. It is shown to provide a better return compared to traditional training methods.’

Safeguarding Business, Developing People



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SOMETHING FOR EVERYONE - TAILORED TO YOUR NEEDS

Executive/Leadership coaching involves our coaches working closely with their clients towards specific professional goals. These include career transition, interpersonal and professional communication, performance management, organisational effectiveness, managing career and personal change, developing executive presence, enhancing strategic thinking, dealing effectively with conflict and building an effective team within an organisation. Carmdale's Leadership coaches have significant experience of working at the top-end of an organisation and will bring with them a wealth of tools and techniques to help get the very best out of the coachee.

Life coaching is about helping you to reach a level of happiness and confidence in particular areas of your life, by reaching the personal goals and targets that you are striving to achieve. By discussing with your coach those areas that you wish to improve,

it can help to bring a sense of clarity to your issues and provide you with the confidence needed to make those positive steps.

Team coaching is for groups with common goals, aspirations and targets. Carmdale's team coaches will help take your team to the next level, enhancing overall performance and helping to create improved morale and productivity. Our team coaches will improve togetherness and show you how the 'whole' can be significantly greater than the sum of the parts.

Business coaching benefits you whether you are running your own business or are an employee within an organisation. Our business coaches work closely with you to help you find the right direction and strategies. Carmdale Business Coaching can mean the difference between average performance and exceptional results.

WHAT TO DO NEXT

Carmdale provides you with qualified and experienced coaches and mentors that can work to the specific goals set by an organisation or the individuals being coached.

We provide tangible, measurable results that will demonstrate to you when the coaching or mentoring has reached a successful and natural conclusion. The key thing for us is that we provide a coaching and mentoring service that fits in with your own ethos

and ethics - so we will work closely with you to ensure that you are happy with what we are delivering, providing you with regular progress reports.

If coaching or mentoring is something that interests you or your organisation, then the specific details of what we offer are on the back page of this brochure.

COACHING & MENTORING OPTIONS

1

Individual Coaching - Coaching people one-to-one in their organisational context. We can work on goals and objectives, specific areas of performance improvements or the general development of the individual.

2

Business Coaching - If you run a small business or have responsibilities in a private company, our one-to-one business coaches will work closely with you to help you set targets and take your business in the right direction.

3

Team Coaching - For groups that share the same goals, our team coaches work with the teams or individuals within a team to ensure that their combined efforts out perform the sum of the individual parts.

4

Leadership Coaching - For those already in leadership positions or who aspire to those positions, our one-to-one leadership coaches will take individuals to the next level in terms of their performance, skills and capabilities.

5

Life Coaching - For individuals, geared more towards their personal self and well-being. Our one-to-one coaches will help individuals achieve the things that only their mindset has prevented them from achieving.

6

Leadership Mentoring - Our leadership mentors can offer the necessary support to help new and established leaders further develop by providing alternative perspectives, objectivity and offering their individual experiences.

SEE AN IMPROVEMENT IN PERFORMANCE AND OUTPUTS

If you have any questions regarding our coaching and mentoring, or if you wish to find out more about how Carmdale can help you and your people to develop, please call us on: 0844 995 9900 or email: enquiries@carmdale.co.uk