

Intense high achiever discovers a sense of balance and calm.

Client's situation:

The client had recently been appointed to lead a prestigious sales operation and was providing much needed leadership. He had a proven track record for high achievement in both his professional and sporting careers.

His objectives for coaching were to:

- Explore who and what I am so that I can be true to myself.
- Evaluate the level of intensity I bring to my work and interactions with colleagues.
- Develop greater impact when working with my executive team.
- Develop clarity and confidence in my approach to captaincy.
- Find out what is really important to me and establish a sustainable work life balance.

Coaching approach:

We worked collaboratively to:

- Explore his background to understand well established patterns.
'I found the process of sharing biographies supported my ability to trust Tim and be confident in sharing personal information that I had not shared with anyone previously.'
- Explore the impact of his personal values.
In later coaching sessions it was appropriate to challenge him to live his values or re-evaluate them.
- Use MBTI to help him understand himself and others.
- Explore issues of work life balance in relation to his family, health and his ability to sustain an effective work rate.
- Use practical exercises to get him into other people's shoes and see situations from different perspectives.
- Use Transactional Analysis to appreciate the influence of early role models.
- Use a cost benefit analysis to illustrate a compelling case for personal change.
- Agree appropriate levels of challenge depending upon the sensitivity of the coaching topic.

Benefits to the client:

- Early in the coaching he achieved optimum performance by refining the activities involved in the model working day and week.
- By the end of the coaching, retaining a state of calm and being truly present during interactions with others had become priorities.
- ‘I found the process of exploring personal values helpful in understanding why I behave in certain ways in certain situations. This has already helped me prepare for critical meetings and interactions, particularly performance review situations.’
- ‘MBTI analysis has helped me understand myself and how I can interact more effectively with others. It has already helped support the giving and receiving of feedback with my exec team colleagues and my immediate manager.’
- Improved relationships both at home and at work.

Quotes:

‘Right from the first meeting I felt comfortable. I found Tim a good listener, empathetic and non-judgemental.’

‘Each session has given me an opportunity to explore specific business situations and issues and go away with ideas that can be applied immediately.’

‘Tim has helped me get to ‘what it is’ more quickly, which helps in my personal planning and reviewing as well as in leading team interactions. I’m getting better decisions, faster.’

Contact Tim Luke on Mobile +44 (0)7968 077203 or email:
tim@timlukeconsulting.com