

Your Business.
Better.

Date
August 2020

Project Ref
Coffee with Bourton

Coffee Break with Bourton





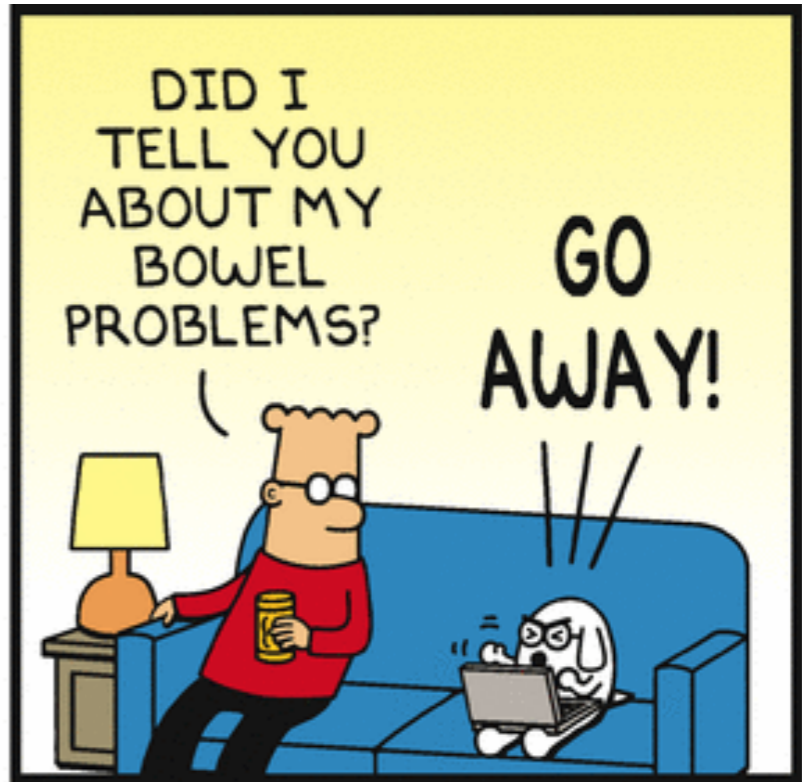
Remote coaching - can it deliver support in these restricted times?



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Some current leadership challenges

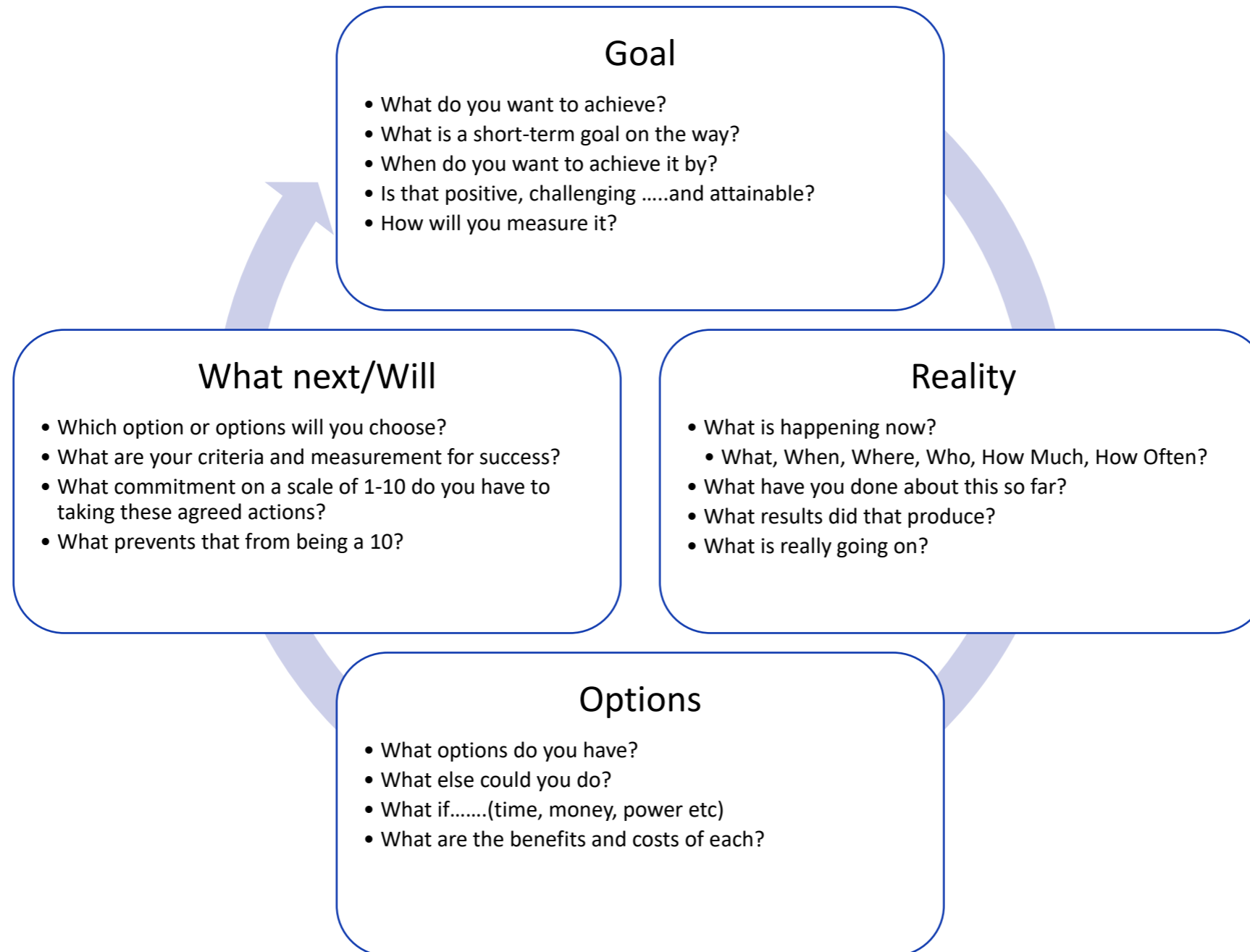
- Balance being a motivational and supporting leader while continuing to push for performance.
- Respond to countless questions from the team when no clear answers exist.
- Maintaining visibility and influence in the organisation with limited interaction opportunities.
- How to keep my team engaged while working remotely.
- How to keep myself motivated during this unprecedented situation.
- How to keep building my personal brand within the project without appearing self-centered.



Remote coaching

- Situation specific
- Person centred
- Not a short cut option
- Not a casual conversation





Coach perspective





"....so helpful to lift my head up, otherwise you start losing your confidence. I've really enjoyed working with you."

"Working with my coach remotely has been really helpful. I (and others) have noticed positive changes against my personal objectives. My coach has provided me with the tools and techniques to become a better leader, whilst managing the complexities of working in a busy home environment. The sessions have been engaging and manageable in a way that would compare with face to face coaching and I would not hesitate in continuing coaching in this style. "

"Whilst working from home during the lockdown, I was provided the opportunity to access remote coaching. It helped me to take a step back from the detail and look at the wider issues. My coach was able to help me challenge my own thinking and develop an approach that was outcome focused and helped me prioritise the real issues not just my perception of what was important."

"If there is one thing I've learnt from COVID-19, it's that a traditional approach is not the only approach to things. Coaching does not need to be done face to face. Your coaches used technology to remotely support our directors at a difficult time, giving them a safe space to share their challenges, with each of them receiving personal and specific coaching. The result was a strong and cohesive leadership team, able to work together to find solutions, made up of individuals who felt valued and cared for."

Next steps



- Consider you and your team and their current needs
- How are you/they coping with..
 - themselves?
 - other colleagues?
 - you?
 - their situation
- Do you/they need SUPPORT
- Do you/they need CHALLENGE
- Are you/they open to being coached
- How will you/they know it has been useful/successful



Remote coaching – makes sense?



- Situation specific
 - BESPOKE
- Person centred
 - SUPPORT AND CHALLENGE
- Not a short cut option
 - PROGRAMME OVER TIME
- Not a casual conversation
 - GUIDED WITH INTENTION



Next Coffee Break with Bourton Group

Thursday 27th August at 14:30 BST

“An insight into running improvement events”

Doss Panneerselvam
Partner

