

Workshops update



innovative people development

Emma Walker-Cotton

t 07557 371 371
e info@emmawalkercotton.co.uk
w www.emmawalkercotton.co.uk
t @info_emma

Coaching for results

I am running a variety of coaching programmes across sectors; they have had incredibly powerful results.

One programme involves me working with individuals over a period of 5 months. We start by using their psychometric profile to look at areas that they may want to personally develop further. The individuals have 4 coaching sessions, spread every month, spending time looking deeply into what drives their behaviours, what beliefs they hold about themselves that hinder their performance and what beliefs enhance the way they work.

Having the opportunity to work with people over an extended period has had a real impact and coachees have described the sessions as being "life changing".

Another organisation asked me to design a programme for them - they wanted to develop 50 of their managers as internal coaches to strengthen the coaching culture within their business. Participants worked in trios using techniques shared in the workshop and coached each other on real work issues. As a result, they are much more confident as coaches.

"The coaching course with Emma helped me to focus on the things I need to address and the skills to be able to do that."

Karen Ollerenshaw, Operations Manager, Customer Services Centre.



"Emma helped me identify and understand my beliefs, thoughts and actions. We discussed my motivations, analysing openly and comfortably, and reached many new conclusions together. I have been lucky to be given the opportunity to work with Emma and draw from her inspiration to find improvement within myself."

Sarah Butler, Operations Manager, Anti-Social Behaviour Team. (Shown left, receiving "Manager of the Year" at Guinness Northern Counties Employee Awards in December 2012).

New workshops for 2013

- ◆ **How to establish the right culture for newly formed/merging organisations**
- ◆ **Your Drivers - how do these influence your behaviours as a leader?**
- ◆ **Coaching as a Team - coaching to become a high performing team**
- ◆ **How to set the right targets to motivate people whilst delivering your business plan**

Call or email me if you want to hear more.



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