



Coaching

“ Here’s to the crazy ones, the misfits, the rebels, the troublemakers... You can disagree with them, glorify or vilify them, but you can’t ignore them because they change things... push the human race forward, while some may see them as the crazy ones, we see genius, because the ones who are crazy enough to think that they can change the world, are the ones who do.”

Steve Jobs

Coaching is widely recognised as being one of the most powerful ways in which personal and professional growth can be supported.

Training and education have their place too, but there’s something different about coaching in that it works from the inside outwards – often helping free up limiting beliefs and breaking the habits and behaviours that can hold leaders back.

All of us carry our own set of hopes, needs and beliefs and by tapping directly into these, a skilled coach is able to work with leaders to unlock understanding, focus effort and realise potential.

We are hybrids As business psychologists we have a deep understanding of the complexities of human behaviour; as business consultants we know how to translate our insights into advice that is strategic and practical and as coaches and experts in leadership development we know how to help individuals achieve lasting change.

We offer a seamless process that starts with clear, three-way contracting, progresses to widening personal awareness, works through strengths and development needs and ends in higher levels of output and satisfaction.

We deliver real value by

- Working directly with strategic and organisational priorities
- Focusing effort on those aspects of management and leadership that make the difference
- Integrating all that we do with our approach to talent and performance management

Highlights of our coaching programmes

- Tailored to situational needs; individually and organisationally
- Carefully matched coaches; a choice of experienced coaches selected for their style and specialisms
- Clear three way contracting
- One-to-one coaching sessions at agreed intervals focussing on the key areas that will enable the manager to be their best
- A seamless link with our approach to leadership assessment
- Supported by our book: *Staying Sane in Business* and the sane.works website.



Our coaches

Our coaches are amongst the best. Each has their own, unique style and all of them blend psychological understanding with critical thinking and commercial pragmatism.

We have built a cadre of high quality coaches and facilitators who specialise in working with aspiring and established leaders. We only select the people to join this team who can clearly demonstrate a proven track record of supporting clients in delivering their organisational and professional objectives.

Our programmes

- Rapid impact coaching – focused on the first 90 days in a new role and designed to help a newly-appointed or promoted leader to be fully effective in the minimum period of time.
- Three month coaching programmes; inclusive of 360 degree feedback.
- Six month coaching programmes; inclusive of leadership assessment if the leader has not recently undergone this.
- Bespoke coaching which targets specific needs such as:
 - Working with entrepreneurial potential
 - Unlocking creativity
 - Emotional intelligence
 - Managing upwards
 - Dealing with procrastination

Coaching Clarified There are almost as many definitions of coaching as there are coaches. Our stance is simple: coaching is awareness-raising for change. We develop this core belief into a style of coaching by working with eight core principles:

1. **Adult human development is achieved far more by ask than tell.** We provide a space to think and questions to aide reflection and understanding.
2. **Coaching is fundamentally about the realisation of potential.** With the outcome of increased performance – it's a conversation with a purpose.
3. **Building of self-awareness is absolutely central to leadership development.** What we think and feel guides our actions. Sometimes we are fully in tune with ourselves, sometimes we are not. Sometimes we see ourselves as others see us but we all have blind spots too.
4. **Fundamental to success is the move from a pre-occupation with problems to a solution-focused mindset.** Often this is the most difficult part. Without support we ruminate about what has gone wrong in the past and what we worry about going wrong in the future. We draw from positive psychology
5. **All coaching is connected to some extent with building up self-belief.** What we think other people think of us is important; what we think of ourselves is even more important.
6. **Coaching is about working with emotions.** The meaning that we attach to what we do and the relationships we build at work are all critical.
7. **Coaching isn't a proxy for performance management.** But it's a really useful ally. Achieving high performance is as much about removing blockers as anything and so many of these only exist in our heads.
8. **Coaching isn't therapy!** It may look and feel similar at times and the roots are shared but there's a critical difference in that coaching happens in an organisational system – in a context. Coaching is focused as much on outcomes for the organisation as on the outcomes for the individual being coached. We also offer counselling and therapy as well!



Bringing Psychology to Life



About

Sixth Sense Consulting was formed in 2010 by two rather different people – a strategist and conceptual thinker with a deep and sometimes disruptive curiosity into the human condition and a pragmatist who plans, organises and gets things done!

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