

BRITISH SCHOOL OF COACHING

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# COACHING CASE STUDIES



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## Career Development-Public Sector

**Goal:**  
Promotion opportunities and Career Development

### BSC Input

Assessment of the client's strengths and identified development areas and actions to address them. Reviewed the client's CV and application and approach for the assessment board exercise. This included developing a strategy to deal with the client's dyslexia to ensure that their interview performance was effective, whilst preserving the client's wish not to disclose that learning difficulty, having reviewed the options to deal with that.

Having successfully gained promotion to their first managerial role, worked with the client to develop their leadership approach, management skills and communication and inter-personal skills.

### Result

The client was successful in the initial promotion exercise, and the performance in their first managerial role led to them gaining further promotion to another public sector organisation.

## Executive Coaching- Educational Sector –Primary Headteacher

**Goal:**  
Increase effectiveness of  
Leadership Style and improve the  
performance focus of the  
organisation

### BSC Input

Reviewed the 5-year strategy for the organisational, ensuring that clear, measurable stretch goals were set and identifying the leadership challenges that would be faced in implementing the strategy.

Assessed the strengths and skills of the senior leadership team and identified areas for improvement and ensured that clear action plans were developed for the client to implement the strategy. Performance management discussions were held and strategies for dealing with difficult conversations; reviewing that the decisions were being made on ethical, professional and commercial grounds and supporting the client to progress a performance issue.

### Result

The client reporting increased self-confidence and the successful resolution of performance management issues with a member of senior management team. The 5-year strategy had been successfully launched with engagement and support from the governors, senior management team, staff and the pupils and their families. The organisational focus on performance improved because there was greater clarity of understanding the purpose and overall objectives.

## Onboarding -Public Sector- Senior HR Advisor

### Goal:

Increase the confidence and effectiveness of performance of the client

## BSC Input

The client had recently been appointed to the HR role, having joined from a private sector role. The client's line manager and client had identified the need to increase the client's confidence in dealing with a larger role than previously and in a large and challenging environment.

Assessed the challenges that the client had to deal with and reviewed strengths, identifying areas for improvement and developmental needs. Use of feedback to review performance, identifying what had worked well and how this could be further enhanced. Reviewed project and presentation to be made to senior leadership team, analysing communication styles and influencing skills.

## Result

The client reported increased, self-confidence, assertiveness and improved planning skills. The client's line manager also reported that there had been clear self-development and progress and that the client had shown more effective and confident performance. The client successfully persuaded senior management to adopt a new approach for dealing with attendance management by developing data to identify the longest absentees and identifying common absence outcomes which enabled branch managers to ensure there was a targeted and consistent approach re absence management.

## Director, Senior Leader

“The one to one coaching sessions I have undertaken have helped me to focus on what I want to achieve, how I want to achieve it and what steps I need to take to ensure delivery of results. The sessions were both enjoyable and had a significant impact on my ability as a manager. I am confident that I would not have developed or progressed to the extent I have without this invaluable experience”



## Vice-President, Procurement & Supply Chain Management, Oil & Gas Sector, Middle East

I was fortunate enough to work with my executive coach whilst transferring into a more senior position. The coach's thought-provoking discussions helped me significantly in raising my self-awareness and specifically defining a good understanding of my strengths and weaknesses. I particularly benefited from the exercises and focus around improving my executive presence and gravitas.



## Chief Crown Prosecutor CPS

I have worked with Judith Barton for a number of years now. I have personally benefited greatly from the guidance and advice I have received which has always been insightful and of a very high value. From a personal perspective, I am convinced that much of my success is attributable to the training and development work I have done with Judith and other members of her team. In the highly competitive senior job market, mentoring of this type is in my view invaluable

## Chief Information Officer – Engineering & Construction Sector, GCC

As an executive with a solid track record, I was skeptical about engaging an executive coach at this stage of my career to help me navigate into a C-Suite role. However, I must confess I was pretty humbled and pleasantly surprised with the successful outcome when I engaged my executive coach over a period of six months. The coach was very skillful in creating a comfortable and confidential environment for 1:1 coaching and I felt that my personal development benefited greatly from his coaching style and process. I would have no hesitation in recommending executive coaching at a senior level especially if, like me, you want to move your career to a higher level.

# Where to start:

01

ENQUIRY FORM

Complete the enquiry form with the type of coaching you require

02

CHEMISTRY MEETING

We will set up a chemistry meeting with your assigned coach

03

GOALS SET

Work strategically towards your goals





**#coachingworks**

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