

# blend

Associates Ltd

## Coaching & Psychometrics







# coaching development potential

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# Who we are

## Welcome to Blend Associates Ltd

Are you an individual, team, or organisation that is facing personal or organisational challenges and wants to develop?

Blend has a range of services that you can explore in this brochure. Our coaches will support you to bring value to your team and organisation. Our faculty offers vast experience, and we will engage with you, your team, and your system to get the results you are looking for. We are sizeable enough to provide a broad offer, but small enough to stay close to your requirements and provide consistent support. We have worked closely with healthcare leaders through the pandemic, helping them to stay adaptable and resilient. If you work in customer facing services, we understand what you have been through and the challenges you face in supporting your workforce and meeting customer needs.

Please explore the brochure to find solutions to what you are facing, otherwise please contact us at [office@ltdblend.com](mailto:office@ltdblend.com) for a tailored solution.



**Amanda Reynolds**  
*Managing Director*  
1:1 & Team Coach



**Amaranatho Robey**  
*Head of Coaching Faculty*  
1:1 and Team Coach Supervisor





# Our faculty

Our coaching faculty works to the highest standards and all are screened to ensure they comply with the following:

- We all hold a coaching qualification
- We are members of a coaching and mentoring professional body
- We work to a Code of Ethics and Competence Framework
- We employ our own coach supervisors and have regular professional coach supervision
- We are experienced in coaching individuals and groups
- We offer psychometrics
- We have 1,000s of hours of coaching client experience
- We have a business model that has been tested by competition and tender
- You can choose from any of our coaches or we can do the matching for you
- We all are skilled in MS teams and Zoom coaching
- We understand your context as we have coached through Covid



## Introducing: Blend Faculty



Amanda Reynolds  
Managing Director  
1:1 and Team Coach



Amaranatha Robey  
Head of Coaching Faculty  
1:1 and Team Coach  
Supervisor



Zoe Cohen  
1:1 and Team Coach  
Supervisor



Julia Menaul  
Supervisor



Katherine Long  
1:1 and Team Coach  
Supervisor



Jo Shuttleworth  
1:1 and Team Coach



Hilary Lees  
1:1 Coach



Mags Welton  
1:1 Coach



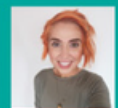
Michael Golding  
1:1 and Team Coach  
Supervisor



Navinder Gill  
1:1 and Team Coach



Neil Sellen  
1:1 and Team Coach



Rachel Pooley  
1:1 and Team Coach



Richard Wade  
1:1 and Team Coach



Sabia Iqbal  
1:1 and Team Coach



Tracey Cogan  
1:1 and Team Coach



Steve Neesam  
1:1 Coach

# Our values

## Blend importantly values KINDNESS

This is not just one of our values, it's instead the value that is the foundation of all the others that we live and breathe as we do our work. We talk kindness rather than compassion, not because we don't believe compassion is very important, but we believe if we practice kindness then compassion will start to grow in each of us. We also believe kindness starts with being kind to ourselves and many leaders sacrifice being kind to themselves to deliver, to strive forward, to build the business and that comes at a personal cost. Much research tells us people want to work with bosses who demonstrate kindness and who are nice to be around.

We encourage our clients to start to practice kindness to themselves, to their staff, their organisation, their neighbours and the climate.



***"Kindness in thinking creates profoundness"***

***Kindness in giving creates love.  
By letting it go it all gets done.  
The world is won by those who  
let it go"***

Lao Tzu



## Blend values BEING the DIFFERENCE

We want to make a positive impact by encouraging you and believing in your potential to be the difference in your work and your team. We know life is hard and no one can make it perfect for you. We support our clients to take the next step or the first step. We model being the difference ourselves by how we work and the ways we work on our own organisational and individual development.

## Blend values OPTIMISM

Real optimism always starts with pragmatism. Optimism is fundamentally about hope and having a plenty and not a scarcity mindset. So, we don't spend lots of time competing with others in the field, worrying about what cannot be done or cannot happen or have big marketing budgets to tell you how much you need us. We do what we do for our clients and know that will show through in the end. Optimism is also about believing tomorrow can be better than today, and that you yourself can be better tomorrow than you were today.



## Blend values ENABLING

True enabling is about helping you to find your power, your voice and your courage to make REAL change happen in your life and organisations. We enable by encouraging you to think about your goals and where you want to be, asking the profound questions and giving you a thinking environment in which you can consider that opportunity. We believe passionately in what Carl Jung called synchronicity i.e., what we focus on in life we get. We also enable young people by offering work placements and internships in partnership with University of East Anglia and Kickstart Scheme.



# Carbon consciousness

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As we model kindness ourselves, we encourage our clients to practice kindness to their community and climate. Examples of this for us include volunteering in local charities, buying support services locally and offering virtual coaching and development as standard. We believe that Blend Associates Ltd and you can be carbon neutral in the way we work together. Being a carbon conscious leader just takes a little more thought.

Our coaches can help you take time to think about yours and your teams' place in nature. We can help you to focus and to set goals to address the climate challenges that you face. We are passionate about being greener ourselves and want to facilitate you to do the same.

## ***Did you know?***

*Blend aims to buy local every time*




***“ The time is  
always right to do  
something right. ”***

*Martin Luther King Jr*



# Support for individuals

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A silhouette of a person sitting on a rocky outcrop, pointing their right arm towards a quote box. The person is wearing a cap and a backpack. The background is a sky with soft clouds, and the foreground features large, overlapping blue and green circular shapes.

*People who are unable to motivate themselves must be content with mediocrity, no matter how great their other talents.*

Andrew Carnegie

# Why coaching?

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Most leaders consider some of these questions before they engage with a coach; Do I like them? Can I open up to them? Also, do I get a good sense of chemistry around them?

You might also ponder if you are personally motivated to change? As this will be needed if coaching is to work for you. These are good things to consider.

Professionally qualified coaches like us work with individual leaders and teams when they have mastered the technical skills of their role but need to improve organisational performance, lead a major transformation in business or recruit



and build new teams. Coaching is also helpful support to those about to go to university or entering graduate careers. Psychometrics like the MBTI career report can really assist new leaders to develop and focus.





# 1:1 coaching

Blend offers 1:1 coaching, from a faculty of 35+ highly skilled coaches. We can offer flexible, global, virtual, and face-to-face coaching as required. We have expertise in all areas of 1:1 coaching. Our faculty are also qualified to deliver psychometrics.

***" Having an external coach helped me be more honest and having dedicated time meant I could really work on the issues I needed to."***

*Blend Survey*

***" It has been helpful to reflect on current challenges and formulate plans."***

*Blend Survey*

***" The quality of your attention determines the quality of other people's thinking."***

*Nancy Kline*

# Psychometrics

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*Unity is strength...  
when there is teamwork  
and collaboration  
wonderful things  
can be achieved*

Mattie Stepanek





# Psychometrics

**We offer a range of psychometric testing to include:**

- PROPHET executive team profiling tool
- Oura Ring
- Resilience at Work Toolkit
- MBTI / TKI (conflict handling modes)
- Various 360s

*MBTI helped me to understand my personal style as a thinker and communicator and how to use this knowledge to communicate better with others*

*Blend Survey*

**PROPHET**

Predictive Role Profiling for  
High-Performing Executive Teams



Blend Associates use psychometrics to enable a positive impact on how individuals manage change personally, and their ability to work as an effective team, lead others and contribute to the wider organisational development. Connect with us to find out more about psychometrics and which model best fits your needs.

*MBTI as part of team coaching helped us as a new team to better understand each other*

*Blend Survey*



# Prophet

## PROPHET

Predictive Role Profiling for  
High-Performing Executive Teams



PROPHET fills a need in executive team development. It shows different approaches and styles that people and businesses can have, which affects how they perform at work. Whether you are on-boarding a new executive team member, building your team or wanting to improve pivotal relationships in your top team PROPHET can assist you.

PROPHET helps people understand how they work in a commercial context and how they best work together to bring value to their organisation. PROPHET can help your colleagues to perform at your best, harnessing the mix of talents and experience, with different personalities bringing unique approaches and perspectives. When team members know where their respective preferences lie, they can understand how to derive maximum value from one another.





# Oura Ring

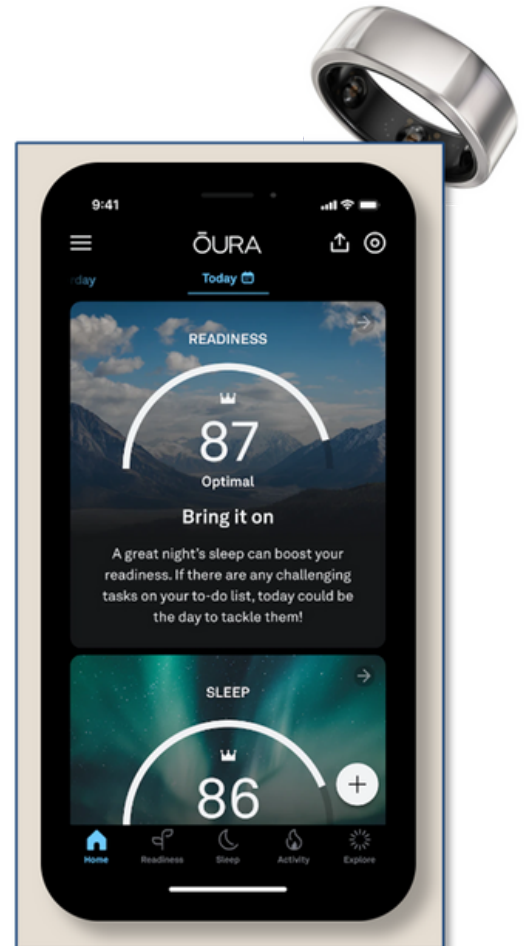
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Introducing physiological intelligence into our coaching work creates deeper insight and broader perspectives for our clients.

Helping senior leaders to better understand the impact of stress, recovery and sleep on their performance.

## How is it measured?

- Heart Rate Variability is the established gold standard for monitoring the human body system non-invasively.
- Through this, we can accurately measure the volume and patterns of Stress & Recovery 24 hours a day.
- The latest Oura 3 Ring provides accurate HRV data, which is comfortable to wear and delivers daily physiometric insights.
- The senior leader to self-reflect every morning, using provided reflection guide – helping link insight to current leadership challenges and opportunities.
- Oura over time also offers you your chronotype, daily stress and a weekly report



## What are the benefits?

- Links PQ alongside IQ and EQ in relation to leadership challenges and desired behavioural shifts
- Helps achieve peak performance through managing fatigue, stress and recovery patterns
- Identifies the best time of day to undertake the most important pieces of work
- Raises awareness of sleep patterns and morning accumulated stress on our ability to be at our best

# The Benefits of Using the R@W Toolkit

## The Components of the R@W Toolkit

### R@W Individual

A measure based on the Sustain 7 Model that assesses individual employee resilience.

### R@W Team

A measure that assesses the group practices that promote team resilience. This builds on the R@W Individual Scale and can be used when there is an opportunity to work with the whole team. The R@W Team incorporates aspects traditionally known as essential for teamwork and also includes elements that have emerged as important in challenging work environments. The premise is that teams can still create a sub-culture that contributes to resilience.

### R@W Leader

A measure that assesses the leader behaviours that support and foster resilience in employees and teams. This can be used as a stand-alone measure in coaching and leadership development or together with the other scales.

There are two R@W Leader assessments, including a self-assessment (R@W Leader) and a 180-degree assessment (R@W Leader-180) that is completed by the leader and their team.

### Who can use R@W

The R@W Toolkit is suitable for all occupations, up to Board level and is being used for:

- » Professional, leadership and team development
- » Coaching
- » Organisational resilience interventions
- » Applied and theoretical research globally.

### The Benefits of Working With Blend to use this toolkit

Blend have coaches who are accredited to use the toolkit and are members of the accredited R@W Community so when working with Blend, you will have access to:

*» The only empirically researched systemic approach to resilience-building at work.*

- » A set of resilience measures that assess and inform personal, team and leadership actions for sustainable wellbeing and performance in challenging work.
- » Measures that are supported by a solid research base. There are more than 120 international academic studies integrating aspects of the Toolkit.
- » A wide range of supporting resources including 1:1 and team coaching, facilitated workshops and OD interventions.
- » A Toolkit that is flexible and able to be scaled from the individual to team to organisational interventions.
- » Easy to use survey platforms.
- » A Toolkit that is highly practical with proven applicability to any occupation at any level.

## Outcomes







LEADERSHIP  
CIRCLE



## The Leadership Circle Profile™ evolves the consciousness of the leader to respond to complexity

### What are the benefits to individuals, teams and organisations?

The Leadership Circle Profile™ (LCP) is the only 360° leadership assessment tool to uncover underlying habits for transformational change: it tracks and measures:

The Collective Leadership Assessment™ (CLA) delivers a powerful litmus test of collective leadership effectiveness for teams or entire organisations. The CLA is a comprehensive view of where employees view current collective leadership effectiveness compared to the desired collective effectiveness. The CLA will:

1

Core behavior patterns

1

Establish a compelling rationale for change.

2

Underlying beliefs

2

Focus leadership development efforts.

3

Established assumptions

3

Delineate cultural challenges associated with acquisitions, mergers, and restructuring plans.

4

Habits of thought

4

Correlate leadership to productivity, profits, turnover, and other bottom-line metrics

Leadership Circle assessments are best-in-class tools that empower leaders with clear cut insights into their leadership strengths and development opportunities. Driven by an exhaustive database of over 4 million assessments, the Leadership Circle Profile™ 360° assessment is a data-driven model for leadership development, trusted by the most influential companies in the world.

# Myers–Briggs Type Indicator





# Thomas-Kilmann Conflict Mode Instrument

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With the Thomas-Kilmann Conflict Mode Instrument (TKI®), you can manage conflict and keep morale high. The TKI tool explores five modes or 'styles' for handling conflict: avoiding, accommodating, compromising, competing and collaborating.

It helps your employees to learn:

- Their default approach to conflict
- How to use other approaches to conflict
- How to identify the best approach for a given situation

Competing interests and different communication styles can easily lead to conflict in the workplace.

The TKI instrument offers fast, flexible solutions.

## **Benefits:**

- Gives you flexibility to handle situations productively
- Improves morale for individuals and teams
- Fast and accessible

## **Use the assessment for:**

- Conflict
- Leadership
- Communication
- Team development
- Stress



# Support for teams

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***Always do  
what you are  
afraid to do***

*Ralph Waldo Emerson*





# Team coaching



## Why use team coaching?

Most teams are capable of at least 30% improvement in performance. Ambitious teams wanting to accelerate performance can benefit from working with an experienced coach. They can use the support to clarify team vision, intent and purpose and hold the team accountable for achieving its aims. Team coaching provides a safe forum for giving and receiving honest feedback on the team progress.

## How does team coaching differ to 1:1 coaching?

- The coach works with individuals as a collective
- The brief is agreed in advance with the team leader
- Goals and outcomes are set in advance of intervention
- Coaching is time bound around organisational changes/challenge

## What is the team coach remit?

- Help team to clarify priorities
- Help team to set goals and monitor progress
- Help team to understand its processes & challenges
- Help team access creativity
- Help all to contribute to teamwork
- Help development of team resilience



# Group coaching

## Building Collaboration and Compassion

Group coaching is a fast-growing approach to leadership development, harnessing the power of both coaching and learning within a small, often diverse group. Group coaching enables individuals to work through real leadership challenges, develop coaching skills and increase personal self-belief and resilience. It's about leaders coming together to listen, support and coach each other... it's about collaboration and compassion.



Our programmes can be facilitated online, allowing flexibility of your leaders



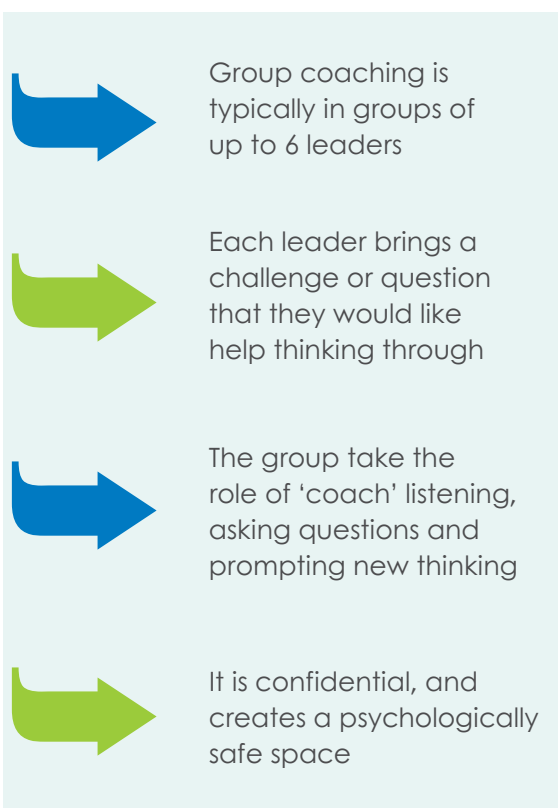
Themed sessions (i.e., focus on developing personal resilience, leading through change, or managing a hybrid team.)



Typically, 4-6 months in duration, meeting monthly for 2-3 hours. This can be tailored to suit leaders' requirements



Adaptable approach depending on whether leadership development or the development of coaching skills is the desired outcome.





# Leading transition - a coaching networking approach



Leaders in customer facing organisations have numerous challenges, including managing the transition to the new post covid ways of operating.

We at Blend provide coaching support to senior leaders to improve their effectiveness as they tackle these challenges, and to help maintain their well-being. We have found that when this coaching is in small groups the benefits are multiplied significantly.

We call this approach Coaching Networks.



## How Coaching Networks work

Each member of the Coaching Network has equal standing, and is free to offer their experience, knowledge, and ideas to others in the network. In this way leaders are encouraged to act as peer coaches to one another. Meetings are held virtually, and facilitated by a Blend Coach, to:

- Accommodate cross-functional and multi location attendees
- Explore alternative ways to solve common strategic challenges
- Tap into a rich source of knowledge and experience about the organisation
- Allow leaders to develop and test their ideas
- Provide support on additional coaching techniques and skills

## Achieving results

Coaching Networks can be powerful vehicles to achieve the following benefits:

- Breaking down the functional silos
- More ownership for strategic priorities beyond the senior leadership team
- Improved innovation and change implementation
- Improved communication, collaboration, and trust
- Improved employee satisfaction

For more information, please contact [office@ltdblend.com](mailto:office@ltdblend.com)

# Promoting workforce wellbeing



## Group Decompression Sessions

- Offered to a whole team
- Can work across an organisation
- A time to decompress or unload in a safe facilitated space
- Are confidential
- A space where you can find strategies to move through issues and feelings
- Described as mutual support groups
- The coach supports and facilitates exploration of wellbeing strategies

***I learnt that being resilient is about your ability to pick yourself up and to understand your lows***

*Blend Survey*

## Supporting recovery

Service based organisations have gone through a tough few years. Continuing to deliver support and services whilst navigating the pandemic. Staff report exhaustion, high levels of stress and anxiety and are still trying to make sense of their experiences. We can offer a range of support in this space for leaders and teams.



For your front line managers

# Thinking about my career



## What is the purpose of career coaching?

- to encourage coachees to think optimistically about their career options
- to enable them to feel they have greater control of their career by making new choices
- to enable coachees to prepare for their appraisal/talent conversations

## How does it work?

- 1:1 coaching session with an experienced talent coach
- Confidential, creating a psychologically safe space
- 2 Sessions of 60 minutes duration
- Each coachee to commit additional time outside the coaching to help think through aspects of their career plan.

## The Stages of Career Coaching

### Stage 1 (1st Session)

Helps coachees to review where they are now, identify their values/motivations and confirm what they are good at and enjoy doing.

- Where am I now?
- What are my values?
- What am I good at?
- What do I want?

### Stage 2 (2nd Session)

Enables coachees to consider where they want to be; looking at key aspects of their life, goals, what they want from work and what opportunities are available.

- What are my career objectives?
- What opportunities are there?
- What hinders/helps me?
- What are my personal strengths?
- What are my areas for development?

For your leaders & executives

# Rebalancing talent



## What is the purpose of rebalancing talent coaching?

- to encourage coachees to think optimistically about their career options
- to enable them to feel they have greater control of their career by making new choices
- to enable coachees to choose to extend their time working in an organisation

## How does it work?

- 1:1 coaching sessions with an experienced talent coach
- Regular meetings - for example, bi-weekly over a 2-3-month period.
- 4-6 Sessions of 60 minutes duration
- Confidential, creating a psychologically safe space
- Each leader to commit time outside the coaching to help think through key aspects of their career plan.

## Three-Stage Process

### Stage 1 (1-2 Sessions)

Helps leaders to review where they are now, identify their values/motivations and confirm what they are good at and enjoy doing.

- Where am I now?
- What are my values?
- What am I good at?
- What do I want from work/life/Blend?

### Stage 2 (2-3 Sessions)

Enables leaders to consider where they want to be; looking at key aspects of their life, goals, what they want from work and what opportunities are available

- What are my career objectives?
- What opportunities are available?

### Stage 3 (1-2 Sessions)

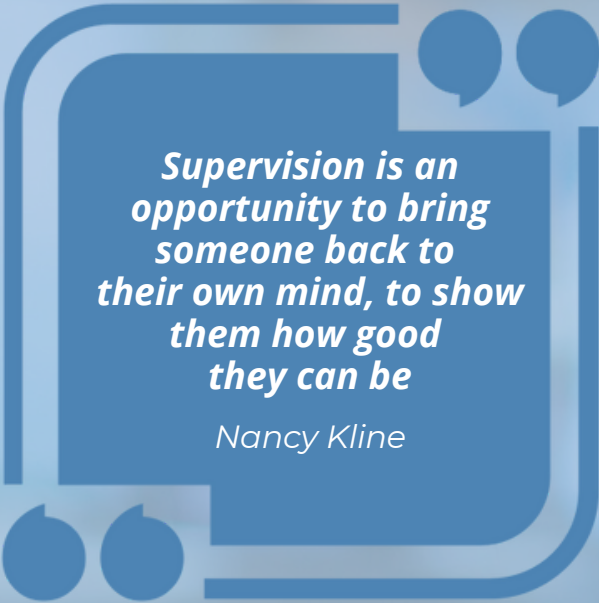
This is about making it happen. It will help leaders to identify their strengths and weaknesses, any potential development gaps and what they need to do to achieve objectives

- What will hinder /help me achieve my objectives?
- What are my personal strengths?
- What are my next steps?



# Support for coaches

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***Supervision is an opportunity to bring someone back to their own mind, to show them how good they can be***

*Nancy Kline*

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# Individual & group coaching supervision

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Supervision is a reflective dialogue and collaborative learning process. For the development and benefit of the coach both professionally and personally, for their clients and their organisations.

If you are responsible for internal coaches, Blend offers group or 1 to 1 coaching supervision with very experienced supervisors as a way to support coaches in their personal and professional development. It helps them to look after their well-being, resolve ethical dilemmas, boundary issues, and supports quality assurance of the coach.



Blend also offers group supervision for groups of professionals (including education, health, and leadership) to create a space for practitioners to explore those aspects of their work that they might struggle with, improve power dynamics and improve individual learning. Having such sessions at regular intervals creates a group culture of reflective inquiry which will continue outside of the meetings and continue to inform their practice. Supervision sessions can generate a pool of new ideas and creativity.

Group and Coaching supervision:

- Are confidential
- Has mutual respect
- Encourages active listening
- Provides support





# Events with blend

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## Virtual CPD offers for coaches

- Closed Trauma Supervision
- Climate & Ecologically Conscious Coaching Masterclass
- Equality, Diversity & Inclusion Masterclass
- Coaching Development - Resilience & Its Uses in Supervision
- Team Coaching Top Tips (including using zoom and MS teams)
- Regenerative Leadership
- Working with Difference
- Working with Grief and Loss
- An Introduction to Shirzad Chamine's Positive Intelligence Mental Health Programs
- Developing the mature masculine using Archetypes
- Compassionate Leadership in Volatile Times
- Key Thinking Environment Skills for Coaches
- Coaching through Transition through the Lens of NLP

# Training and development

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*Wonder is the  
beginning of  
wisdom*

Socrates



# Development programmes

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Training and development is the process which helps expand the capacity of individuals to perform in their roles within organisations.

We currently offer a 4 module Leadership Development Programme to Health Education England (HEE) Deanery, assisting individuals as they develop into their roles and progress in their careers. We can tailor and develop a training and development programme to you, to suit your organisation's needs.



## Programme for Health Education England

- ➡ MBTI Feedback Sessions
- ➡ Module 1 - Leadership and Self
- ➡ Module 2 - Personal Impact Masterclass
- ➡ Module 3 - Leading a Team
- ➡ Module 4 - Reflecting on Self and Team
- ➡ Action Learning Set 1 & 2
- ➡ Finance Masterclass





# Action learning sets

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Action learning sets are a simple and powerful way for individuals to learn to problem solve with each other. They involve working on real challenges, using the knowledge and skills of a small group of people combined with skilled questioning, to produce fresh ideas and reinterpret familiar concepts.

## Being part of an ALS offers you:

- Space for individual reflective learning
- Learning to take back to the workplace and translate into action
- Support and challenge from peers
- A chance to find creative ways to bring about change
- A safe environment to explore new ways of thinking and doing

*It has broadened  
my understanding of  
when leadership takes  
place, and given me a  
scaffold to analyse my  
actions in future*

*Blend Survey*

# Improve your staff network capabilities

## | Are your staff networks...

- Needing support in order to have greater strategic impact
- Unsure of how to convert lived experience into tangible systemic change
- Losing momentum and motivation because of day job pressures
- Lacking a safe, reflective and collaborative space to benefit from peer support, idea exchange and tools to enhance effectiveness

## Group coaching for network leads

Blend has a tried and tested Group Coaching Model where participants benefits from:

- ✓ 2 x 90 min sessions
- ✓ Focussed time with peers to reflect, prioritise and plan
- ✓ Sharing of experiences and learning
- ✓ Developing thinking idea exchange and problem solving
- ✓ Building collaborative ways of working across networks
- ✓ Practical tools and information to implement good practice
- ✓ Ways to align staff networks objectives with strategic objectives
- ✓ Opportunity to practice having courageous conversations



## Your coach and facilitator



Sobia is an experienced coach and facilitator with over fifteen years' experience in culture change, coaching, training, project management and business development.

She has worked with all levels from board to frontline service delivery. As a recent graduate Sobia was a member of an impactful women's network, where her passion was in creating systemic change through authenticity, participation and belonging whilst honouring the principles of ED&I is one key area for her work now.

## What previous participants had to say

*"A beneficial learning opportunity"*

*"Lots of listening, passion and energy"*

*"Feeling empowered by skills"*

*"Honesty, trust and space to think"*

*"Connecting and building long term relationships with other networks"*

*"Appreciated different perspectives and lived experiences"*

For more information, please contact [office@ltdblend.com](mailto:office@ltdblend.com)



# Authentic Leadership offer



## Authentic Leadership

Leadership has changed, particularly in the last few years when leading from the heart has become essential to staff welfare.

This 2-hour introduction to authentic leadership will introduce you to the Authentic Leadership Model developed by Bill George, Harvard Business Professor.

Participants will be supported through self-reflection to consider their own authenticity characteristics and strengthen those that might need further development.

### Which of the following do you need to strengthen?

- Understanding your purpose
- Adhering to your values
- Establishing strong connections
- Leading from the heart
- Practicing self-discipline



### What is the course content?

- What authentic leadership is
- Why authentic leadership is important for leaders to model
- How authentic leadership can support resilience in you & your team
- Practical steps on how to strengthen your own authentic leadership style, starting with understanding your values

Organisations can buy the programme just for participants from their own organisations or can buy a number of spaces and join with participants from other organisations.

For more information, please contact [office@ltdblend.com](mailto:office@ltdblend.com)

# Empowering Women in Leadership

Women in leadership are working at a senior level whilst also juggling multiple additional responsibilities at work and in their private lives. This often leaves no time to stop and reflect on their journeys, their achievements, how they are feeling and what their career aspirations are.

This programme aims to bring women in similar situations together in a supportive environment for group coaching to build self-confidence, share ideas and support each other to reach their full potential.

It also helps organisations who are committed to supporting women in leadership positions, by assisting them to overcome barriers to growth and empowering them to lead authentically.



**Raechel Pooley (senior Coach Practitioner) specialises in female empowerment and has produced and delivered multiple successful events and programmes in this topic.**

**Raechel looks to push boundaries to help women to establish a more positive narrative and reach for their goals, as part of a supportive and challenging environment.**

## What do you get?

- **3 x 2-hour group coaching sessions - Max. 6 people per group**
- **Access to a supportive community network via WhatsApp including members of a group where they can share, grow and encourage each other in between coaching sessions**
- **Opportunity for additional 1:1 coaching (charged at usual Blend rates)**

Organisations can buy the programme just for participants from their own organisations or can buy a number of spaces and join with participants from other organisations.

**For more information, please contact [office@ltdblend.com](mailto:office@ltdblend.com)**

# Group coaching for Male Leaders



Are you tired from being in charge, struggling to effectively communicate your message and are looking for ways to collaborate in your team and wider within your organisation?

This is based on Jung's archetypal approach and can explore our habitual thinking patterns which are hidden from rational thought. Being able to access and recognise these allows us to be more agile, expressive and deepen your maturity as a leader of people and teams.

Amarantho has been running men's retreats for over a decade and supporting executives and leaders with this approach, as well as holding a weekly online men's coaching group.



Amarantho is currently Head of Faculty and Leadership for Blend Associates which supports National Health Service executives/leaders and teams in the UK, Europe, and the USA, as well as a coaching supervisor. He supports executives, leaders, and teams to stay calm and connected in complex situations, using the PlayfulMonk approach he developed. He started his working life as a technical support manager and this took him on a transformational journey from getting a degree in AI, to world explorer and spending 15 years as a Buddhist monk.

## What do you get?

- 6 x 90-minute group coaching sessions for a maximum of 10 men
- The first session will orientate towards understanding this approach and all subsequent sessions will allow you to experience how this can impact your work and personal development.

Organisations can buy the programme just for participants from their own organisations or can buy a number of spaces and join with participants from other organisations.

For more information, please contact [office@ltdblend.com](mailto:office@ltdblend.com)



# 1:1 Coaching through menopause

Menopause is a hot topic (literally sometimes!) and often taboo. A big part of the workforce needs more support that they often receive.



Jill Savage, Diana Dawson or Mags Welten are Master Executive Coaches and are able to facilitate 1:1 coaching through lived experiences of Menopause.

**51**

Average age of menopause

**1 IN 100**

Becoming menopausal Before age 40

**20%**

Between age of 40-45

**9/10**

Report that their work has been impacted by menopause

**10%**

Consider giving up work due to their symptoms

**77%**

Health and care staff tend to be female with an average age of 43

An interactive facilitated webinar for all age, genders, individuals & organisations. We often fail to realise what a huge life event peri/menopause are for women. We will look at symptoms (mind-set & physical) that women experience & explore how these show up & affect our work.

We aim to create a supportive network to share thoughts, feelings, ideas and resources and increased awareness, knowledge, preparedness and understanding for self and others.

Organisations can buy the programme just for participants from their own organisations or can buy a number of spaces and join with participants from other organisations.

For more information, please contact [office@ltdblend.com](mailto:office@ltdblend.com)

# Short courses

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We can help you design online courses for your teams using content such as videos, presentations, and more. All of our courses receive CPD credit hours.

We have helped with the provision and design of online training courses for the Institute of Health and Social Care Management.

## Examples of our online courses:

- Introduction to Mentoring Short Course
- Performance Mentoring Short Course
- Mentoring for Wellbeing

# Facilitation

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You know strategy is only delivered by effective people, don't you?

Successful strategy execution is crucial if you as an Executive and Board are to move your organisation forward and be fit for the future. You are likely to need some facilitation support to help you deliver for the future. Our experienced coaches make great facilitators.

Our brilliance is that we as coaches are PEOPLE focused first. We don't come and write plans, we come and enable your people to design and deliver YOUR plans.

Please reach out to us to talk more about facilitation for you and your team.

### Facilitation:

- Board meetings
- Strategic planning
- Group conflict

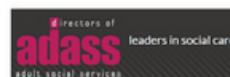
### Benefits:

- Better meetings
- Less conflict
- Group engagement

**For more information, please contact [office@ltdblend.com](mailto:office@ltdblend.com)**

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# Our clients





# Contact us

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If you would like to get in touch with us to discuss any of the offers in our brochure, please contact us.



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