

blend

Associates Ltd

Oura Coaching An Introduction





Leadership Coaching Programme

Phase One

- Coach matching
- Coaching goals discussion
- 3-way discussion with Line Mgr (optional)
- Oura ring set up / self-reporting

Phase Two

- Core coaching sessions
- Focus on coaching goals
- Led by leader – “what would you like to work on together today?”
- Leveraging PQ data and insight, alongside IQ and EQ
- Experimentation and reflective practice encouraged

Phase Three

- Final coaching session; awareness, impact, habits and sustainable change.
- Ongoing access to Oura app and insight (remainder of 6 months)

6-9 months

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

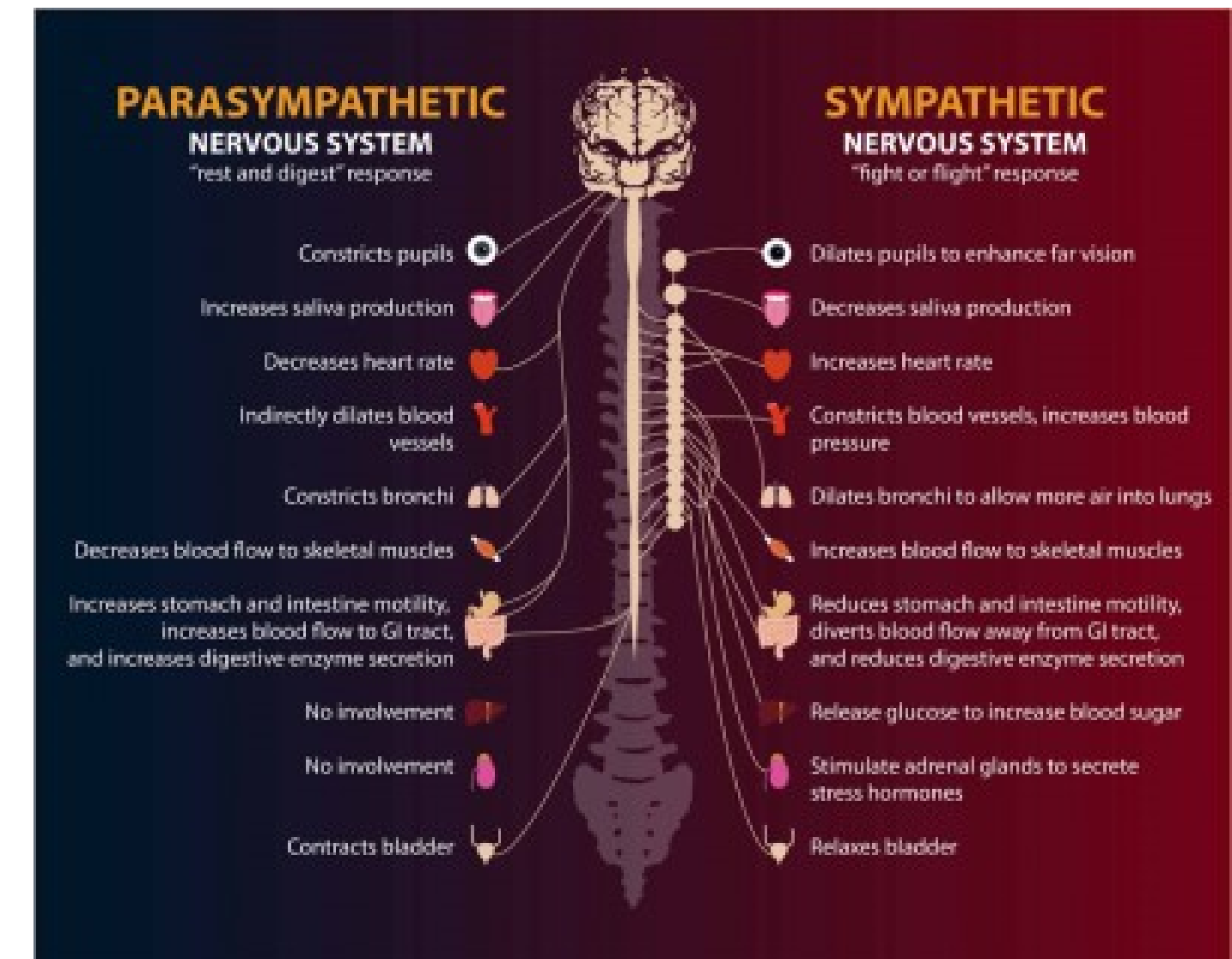
- “what will best help unlock my potential?”
- “how might I be getting in my own way?”

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



Physiological Quotient

- Sports Science has expanded understanding of the complex interplay between physical, emotional and cognitive function that determines performance.
- To date, executive physiology has not been systematically measured and adapted as a core determinant of individual and group development.
- Recent advances in wearable technology have created an opportunity for enhanced leadership coaching.
- Stress & Recovery responses run in parallel and are managed within the Autonomic Nervous System. Focus and intensity increase Stress; rest and repair are only possible with Recovery. At any point, one of the responses is dominant.



PQ (Physiological Quotient) 'A scientifically validated indicator of an individual's executive performance potential as defined by their essential body systems'



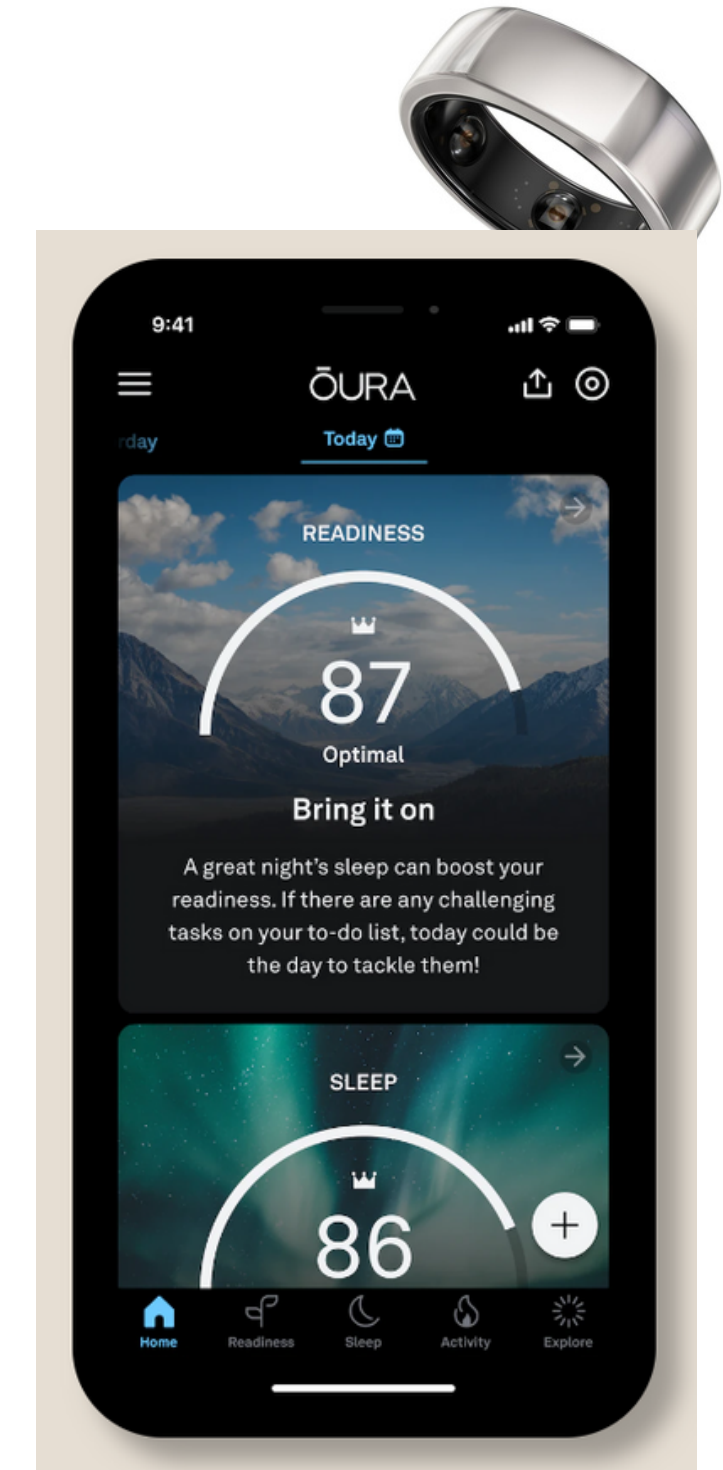
How is it measured

- 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

When were you stressed/engaged today?

Are you a late or morning person?

How does that self-knowledge help you reflect and improve?





Benefits and Testimonials

- 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

“Senior executives are hard to motivate within many L&D programmes. High quality personal data from PQ changes that dynamic completely.” HR Director, multinational company

“Much more than I anticipated. So many opportunities to develop my performance capacity were given a fresh perspective.” Managing Director, global investment bank

“This has changed my approach to my calendar and my imperatives. Exciting. Now for my exec team!” CEO, funded tech company

“Data to help our company management understand opportunities to address our diversity issues is at a premium. The Stress scores for our female executive cohort suggests that we need to take corporate PQ much more seriously.” HR Director, FTSE 100 company.





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