

# 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 & 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