

blend

Associates Ltd



Individual, Team & Group Coaching

**WOMEN
OWNED**™



Support for individuals



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

Andrew Carnegie

Why coaching?

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

Support for teams

***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



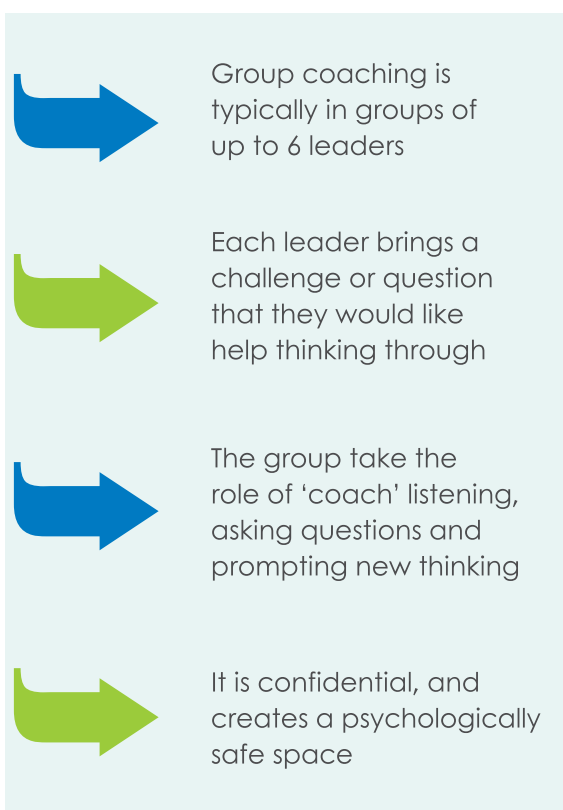
Themed sessions (i.e., focus on developing personal resilience, leading through change, or managing a hybrid team.)



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.



Contact us

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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