

The Confident Leader Programme



thecareercoach

Your team like working with you. You care and get things done in a very human way. You are proud to have become a leader and bring many strengths.

The trouble is your lack of confidence is undermining your enjoyment of the job and shows up in other ways, like worrying excessively about how you come across when influencing senior people, taking criticism personally or poor-work life balance... because drive yourself to high standards that you can't sustainably achieve.

Our Confident Leader Coaching equips you with the skills and mindset to own your own brilliance and achieve the professional and personal success you deserve.



You are smart, well-educated and have received promotions for your excellent work. So why is it that you always feel like an imposter? You can see other people's strengths, but somehow you can't see your own. You lack belief in your own abilities and are waiting to be "found out".

- Would you like to lead with more grace and ease, and achieve much more with less stress?
- Would you like to feel confident from the inside out (instead of faking your confidence with tips and tricks)?

Our Confident Leader Programme works on two levels. First, we give you the practical skills to grow your leadership skill. Secondly, we work on shifting your mind-set and creating the productive habits to that will set you up for success in work – and life.

Where do you wish you could have more confidence?

How would things be different for you, your team or your organisation, if you accomplished that?

"Thanks so much for your time today. A really helpful session. I always leave our sessions feeling like a million dollars and that I could take on the world."

Claire Sanford, Save the Children

The Confident Leader Programme is especially designed for women in leadership.

Discover how to put your feeling of "not good enough" behind you once and for all and become unstoppable!

This programme works on two levels:

1. Giving you the **practical tools to grow your skills and capabilities as an effective leader** for your role and objectives. Know what to be doing and practice how to do it in the session and feel more equipped to do it back in the workplace.

Choose from any number of new leadership skills and qualities that you want to develop so you can be articulate in meetings, demonstrate leadership presence, be heard and enjoy influence and impact up, down and across your organisation or visibility outside of it, and progress your career.

2. **Shifting your mind-set, and creating the productive habits** that confident leaders employ, to set you up for continued success.

- **Identify your strengths** and learn how to play more to them at work to feel more confident, more energised and to apply for promotion confident you can do the job.
- **Discover the values that most drive you**, and how to apply them to lead with authenticity and courage and to stop unfavourably comparing yourself against your peers.
- **Discover what neuroscience can teach you** about what triggers the human brain so that you can be aware of what stresses you and to rewire your brain so that you relax more, and trust and not panic when doing something for the first time. You can also use this knowledge to prevent resistance and influence others.
- **Build healthy habits for life** that will stop you from overcommitting to the wrong clients or projects out of an unhealthy desire to please, and to set boundaries that enable you to do amazing work without burning out or having your evenings or weekends swallowed up by work.

That's why hiring a trained professional to help you through these crucial months makes so much sense.

HOW THE CONFIDENT LEADERSHIP COACHING WORKS

- After an **initial exploratory conversation**, if your company is paying, we set up a **three-way call** with your manager to determine the overall focus for our coaching.
- **Strengthscope Leader 360 assessment and 2-hour feedback session** to confirm your leadership strengths and potential performance risk areas. We'll refine your coaching goals to include the strengths you'd like to grow and the gaps you'd like to close to be a more confident leader.
- **Programme of coaching sessions (11, 8 or 5 2-hour coaching sessions** depending on whether you want to work for one year, 9 months or 6 months) to develop your leadership skills.** We combine working on mind-set with skill-building through practice, with actions to take between sessions to practice skills and form new habits. Accountability in the form of call strategy sessions before each session.**Fortnightly sessions of one hour each are also available.
- Underpinned by our **proprietary frameworks and resources in our digital client area**, e.g. Building High Performing Teams, Influencing Others, Speaking Assessment and Building Strategic Relationships, being some of our most popular.
- **Progress reviews** midway and at the conclusion of the coaching to assess progress made towards initial objectives.
- **Email support** from coach as and when needed between sessions.

HOW CAN I FIND OUT IF THIS IS FOR ME?

The Confident Leadership Programme is most suitable for all leaders, from first time managers to executive level. Coaching goals vary with level of seniority, but the coaching structure remains similar.

The results you achieve will be determined by the level of focus and commitment you give to this programme. You will be more successful if you are open to being challenged, have the courage to step outside of your comfort zone and the discipline to follow through on actions arising from each call. You value learning and are committed to your own professional and personal excellence.

To find out more about how this programme works and whether it is suitable for you, we advise you to book a no-obligation 40-minute consultation by phone or Skype through our website (details below).

You may also, before your exploratory leadership call, like to take a look at our leadership and team consultancy website www.rostoyntbee.com for information on other leadership coaching services we provide.



Your Coach

Ros Toynbee LLB
Director and Lead Coach of The
Career Coach

Ros has over 18 years' experience as an internal and external leadership coach. Her business backgrounds are in law, media and financial services. She is passionate about developing leadership and coaching capability so that leaders, teams and organisations function at their best. Ros is a Certified Coach for Stakeholder Centered Coaching also known as the 360 Feedforward Coaching Process (Global Coach Group) and has also trained with the Centre for Right Relationship (CRR UK), CoachU and Newfield. She is accredited at Master Certified Coach level with the ICF and is regularly interviewed by the press.

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