

Overview of services provided by Jo Lee Coaching

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Measuring Success

Strategy defines how a business is going to succeed and a great strategy can be clearly articulated by every member of the Senior Management team and the wider business. With a clear strategy in place you can stay focussed on what you need to do and, just as importantly, understand what you don't need to be doing.

Having a clear idea of what success looks like for your team means that you can establish clearly defined metrics to monitor and measure your progress towards your goals.

I can deliver:

- Clarity around strategic anchors and how they can be used to answer any business decision.
- Creation of a flywheel using these strategic anchors where each action builds on the last to produce increases momentum in your business.
- A clear 1-3-5 action plan for each team member to produce clear focus on where to invest their efforts for success
- Creation of a Balanced Score Card that works for your business and gives you the information you need to measure performance
- Ongoing review of your Balanced Score Card and analysis of what is and isn't working and what strategic or operational adjustments might be required

Strengthening Foundations

Foundations take time to build and can feel like the unseen work of building something great. Strong trust is essential for building the resilience that can withstand the storms and challenges of business. A team built on trust, the ability to engage in conflict well, a commitment to each other and the mission of the team, accountability and results has the foundations that it needs to succeed.

I can deliver:

- Team workshops based on Patrick Lencioni's work on cohesive teams looking at each foundation and how to strengthen it
- Team coaching around areas that need developing
- 1:1 coaching for team members around any areas that create a challenge

Maximising Motivation

When we feel motivated and engaged by our work there is a real energy and excitement that drives us and inspires us to press on and overcome any challenges. Our passion and motivation can be hard to articulate but we know when it's there and, crucially, when it's missing.

Motivational mapping is a tool that increases the self awareness of each team member, enables you to understand what motivates each member of your team and why they behave like they do. It will also give you a measurement of how motivated your team is currently and specific strategies that will encourage each member and enable them to achieve their potential.

I can deliver:

- Individual motivational map and 1:1 coaching feedback for each team member with specific strategies to increase motivation and engagement
- Team motivational map feedback for the team leader to help understand the team, any areas of internal conflict and how to resolve them, how to motivate and inspire the team and how to maximise each team member's contribution
- Team motivational map workshop to help members understand and encourage one another
- For larger organisations, understanding the characteristics of the different teams that make up the organisation and how these teams interact

Leadership Coaching

Leadership is changing and evolving and leading great people well requires you to lead yourself well, understand yourself and intentionally invest in your leadership development and growth.

This means that as you grow as a leader everyone wins.

I can deliver:

- Motivational map to identify your core motivations, how fulfilled you are and coaching strategies to increase energy and motivation.
- Coaching support to confidently lead in a way that maximises each team member's contribution
- Space to consider and gain clarity around the questions that you are currently asking about life and business
- Regular review of energy, engagement, vision and areas for personal and professional growth and development

Leadership and Coaching Workshops

An important part of growing your team is growing their ability to lead and develop the people that they are responsible for. These workshops are tools to add to each person's coaching and leadership toolkit meaning that everyone grows in their own self awareness and personal development and in their ability to lead others well.

I can deliver:

- Drama Triangle Workshops looking at what the drama triangle is, the narrative behind it and how to recognise when it is being played out in a workplace setting. We also look at how to step away from the drama triangle and take on more healthy, empowering roles when we interact with others and in doing so we reduce drama and conflict and transform our working environment.
- Filters workshop enabling the participants to understand and identify how filters impact how this may be holding us back and limiting our capacity for connection and growth.
- Growing Potential workshops which are designed to help grow the confidence and emotional skills for people who are stepping up into a new role or being considered for leadership development.