

Inspiring ♦ Positive ♦ Change

"Of all the personal development and performance improving techniques developed in the last century, coaching is one of the newest, the fastest growing and the most effective. Its popularity stems from its pure simplicity"

This is Coaching

Jo Adams Coaching specialises in working with successful individuals and organisations to improve their performance and realise their potential.

Coaching can bring about lasting change - it is also personal to you or your business - focusing on the issues **you** want to change and empowering ongoing achievement through self-awareness and belief.

Why choose coaching?

Coaching is a great way of empowering individuals to understand their values and beliefs, clearly define their goals and take action to achieve their potential.

A coach won't give you advice but will listen to you and work with you to develop strategies that work for you. In addition, coaching will help you generate ideas on issues that are unique to you.

How is coaching different from mentoring and counselling?

The key difference is that coaches are not "experts" in the situation you are experiencing - but they are experts in asking the right questions to help you define the change you want to make. Coaches help you to take action - now matter how big or small the first step to change needs to be.

Coaching is flexible - generally coaching takes place over a 3 to 6 month period and during this time your situation may change - coaching can support this as you decide what it is you want to focus on.

Read on and find out just how coaching can help you achieve your goals.....

"When a coach helps you to define an action it is not the action itself that is important. It is the results that derive from that action that create the success"

One way to get the most out of life is to look upon it as an adventure.

William Feather



BUSINESS COACHING

Is your business realising its full potential?

Coaching services in the business arena can help in a variety of ways; developing more complex people skills, raising self awareness, improving self-confidence, motivating self, managing priorities, communication skills, team management, business knowledge, understanding others, developing others, managing relationships, influencing strategy, managing complexity, organisational awareness and managing change.



Coaching will help you generate clear goals for the future, understand your current situation and then create an action plan to take you on your journey to business success.

Coaching support can be provided on a one to one basis or for teams within a business. An appropriate coaching programme will be developed to meet the needs of your business and the individuals receiving the coaching and development.

The format of coaching means that it is flexible to meet changing needs, sustainable - as it embeds change over an agreed period of time and the impact is measured through agreed objectives.

Raising Our Game

In Leadership - the challenge for all - The Council for Excellence in Management and Leadership (CEML) carried out a detailed survey of almost 1,500 practising managers in a broad cross-section of organisations. The research identified that the UK needs to recruit and develop growing numbers into management and leadership positions. The research estimated the annual demand for new managers is around 400,000. While the need for leadership and management is clear, there is less certainty about how best to respond and whether employers have the right tools and frameworks in place to develop leadership potential.

Upton 60% of managers assume managerial positions without any training in how to manage people. Training alone has proved inadequate in providing executives with the skills they need - evidence shows that a critical factor in the transfer of skills is the opportunity to practice and gain constructive feedback. In addition, with an improved economy, many companies are moving away from downsizing and delayering and are looking at multiskilling

However, the survey respondents did have a clear idea of what leadership entailed. The key characteristics that leaders should ideally possess were identified as inspiration, strategic thinking, forward-looking, honesty, fair-mindedness, courage, supportiveness and knowledge.

The research also found that successful leaders are those who learn to share their challenges by empowering, trusting, developing and coaching their teams.

“ It was clearly demonstrated that training alone could increase productivity by 20 per cent but, when training was combined with coaching, the productivity increase was a massive 80 per cent ”

You can find out more from the full report entitled Raising our Game on www.managementandleadershipcouncil.org.uk

PERSONAL COACHING

- Do you lack confidence?
- Are you unsure which direction to take in your life?
- Would you like to be happier?
- Are you afraid to take the first step to change some aspect of your life?
- Do you spend much of your time and energy doing things to please other people, and not really doing what you truly desire?
- Do you want to get on at work but are not sure how to progress?
- Would you like to manage your time really well and get organised and focused to achieve your goals?
- Do you spend time focusing on what you don't want rather than on what you do want?

"The work that I have done with Jo has enabled me to become much more confident and self-assured, which in turn has made me a much stronger and happier person in all aspects of my life."

If the answer is yes to any of these questions coaching may help you.

Personal coaching is all about you. It can help define your goals and dreams, identify ways to achieve and understand what it is that stops you from moving forward. Coaching can help you find new ways of thinking which can lead you to make the changes you want in your life.

Your coach will help you realise that you truly can be, do or have anything that you want. Your coach will be with you each step of the way as you turn that realisation into your reality. The format of sessions sustains your enthusiasm and determination to ensure that the results are lasting beneficial changes.

Achievement Unlimited

In 2007 we are launching a new coaching and development programme.

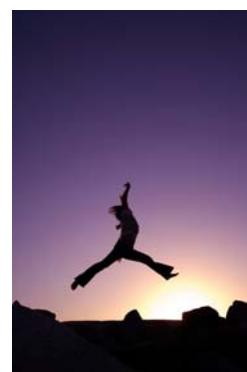
Achievement Unlimited is a journey for women who are seeking clarity, direction and confidence with which to make lasting change in their lives.

Using a combination of wilderness experience and outdoor facilitation supported by ongoing coaching you can explore your goals, values and beliefs, create options for change and take action for personal growth.

The programme will be run over a 2 month period to ensure sustainable change and will include an in-depth introductory coaching session, a 2 day wilderness journey experience including facilitated sessions and 3 follow up coaching sessions over a period of 6-8 weeks to embed and provide support for change.

If you need support in finding clarity in a situation where currently you feel unsure of next steps, or you need help in trusting your choices and moving forward then this is the programme for you.

Please contact Jo Adams for further details.



ABOUT JO

Jo Adams has over 20 years experience in HR and development and has worked in a variety of business sectors including IT, Retail, Media and Financial Services. Her excellent communication and coaching skills have brought her success in a number of major organisations where she has led large projects and programmes.

In 2007, Jo decided to take her career in a new direction by setting up Jo Adams Coaching - this enabled her to combine 2 of her passions - people development and the outdoors. As well as focusing on coaching, Jo also offers bespoke development workshops and HR consultancy.

Jo is a Member of the Chartered Institute of Personnel and Development and is completing a Diploma in Corporate and Executive Coaching and a Diploma in Personal Coaching with The Coaching Academy.

JO ADAMS COACHING

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