



One-to-one Coaching

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Our typical approach to one-to-one coaching:

- Understand coachee's needs – usually by completion of a form
- Match 2-3 coaches for 30-minute chemistry session online
- Coachee makes a choice and agrees number of sessions over what period – typically 6 sessions over 6 months
- Three-way meeting between coach, coachee and linemanager.
- 30 minutes – to agree top line objectives and confidentiality.
- Coach and coachee have 6 x 1.5-hour coaching sessions
- Final Meeting meeting which begins with three-way conversation with coach, coachee and line manager to discuss impact of coaching, what still needs to be worked on and how to sustain progress
- Feedback from coachee and line manager to us or you.

1. Authenticity & Identity	2. Purpose	3. Communication Skills
You will explore: • How you can be authentic AND adaptable • How you can leverage your difference successfully • Where your comfort zone ends, and your growth zone begins	You will explore: • Your values and how you bring them to life at work • What it means to be on purpose for you • How to overcome imposter syndrome	You will explore: • What it means to communicate well in your organisation • What your natural communication approach is, and why • How your heritage can help your communications
4. Networking and Feedback Giving	5. Personal Brand & Self Promotion	6. Career Planning
You will explore: • How do you build a diverse Strategic • Network & nurture relationships? • How do you make connections, when you are in the minority • How do you have courageous conversations calmly, particularly on sensitive subjects or in response to micro aggressions and unconscious bias?	You will explore: • How to craft what colleagues say about you when you are not in the room. • What you stand for and how your organisation values that. • How to provide colleagues with sufficient information to make the best of your talents	You will explore: • What have you learned about yourself, team, organisation? • What do you still need to work on? • How will you sustain momentum?

Case Study – The world's biggest building society

The building society engaged Jenny Garrett Global to support a cohort of 25 of their high potential colleagues, with the aim of equipping participants to navigate the potential challenges and opportunities that they may face as colleagues from ethnically diverse backgrounds.

The building society were keen to incorporate one to one coaching and masterclasses in the design led by Jenny Garrett Global. These interventions would be incorporated into their programme alongside other elements designed and delivered by the building society.

They made it clear that Inclusion and Diversity was a strategic imperative for the building society.

The programme consisted of psychometrics at the start, followed by 3 masterclasses over six months with coaching in between each session.

Feedback we received

"Coach was exceptionally good, really helped identify areas for development. Sessions were effective."

"The coaching has been life changing. The way we are thinking about career pathway and being open about it is great - this has triggered all the right discussions between myself, my line manager, my sponsor and my community leader."

The programme was deemed highly successful with 27% of those on the programme achieving promotion during its duration.

Programme successes

A shift in participants' confidence (from 59% positive to 76% positive), improved perception of how diverse perspectives are received (18% positive upwards shift) and significantly improved access to mentoring and sponsorship (from 35% to 88% positive).

Highlights - Coaching was a highlight. Matching worked well, with coachees having up to 3 chemistry calls before making their decision. The client was happy that we fed back on themes to help them improve their inclusion.



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