

Our approach to coaching

STOKES & JOLLY

What we pay attention to in our coaching

1 PERSON

Capability
Life/Career Stage
Motivation & Values
Personality

2 ROLE

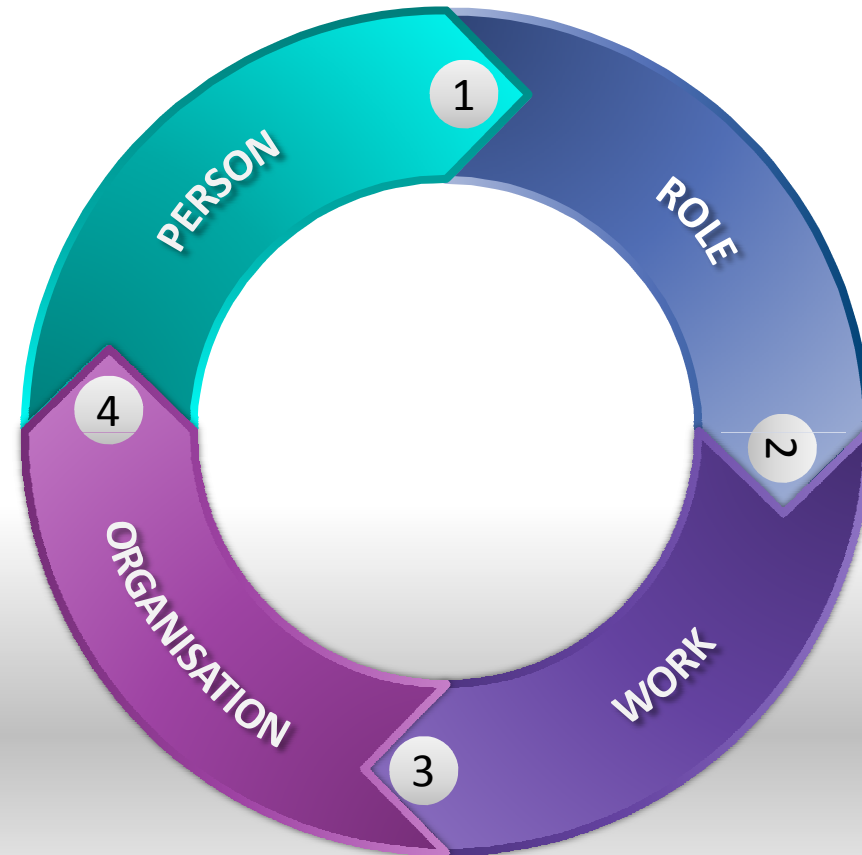
Accountability
Authority
Resources

3 WORK

Output
Processes
Rewards

4 ORGANISATION

Ambition Talent
Strategy Culture
Structure Brand



What leaders need to pay attention to

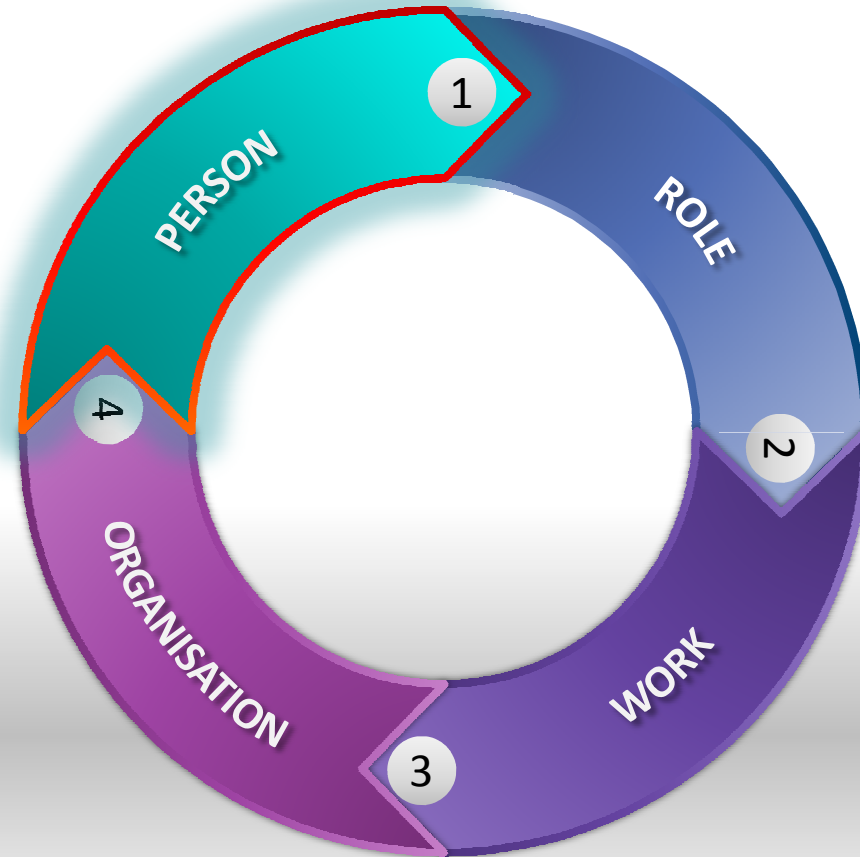


Personal development

1 PERSON

Capability
Life/Career Stage
Motivation & Values
Personality

- Being fulfilled requires having a clear idea of what success means for you personally.
- Facing the way you prioritise your time is a critical component in taking control of the choices you make.

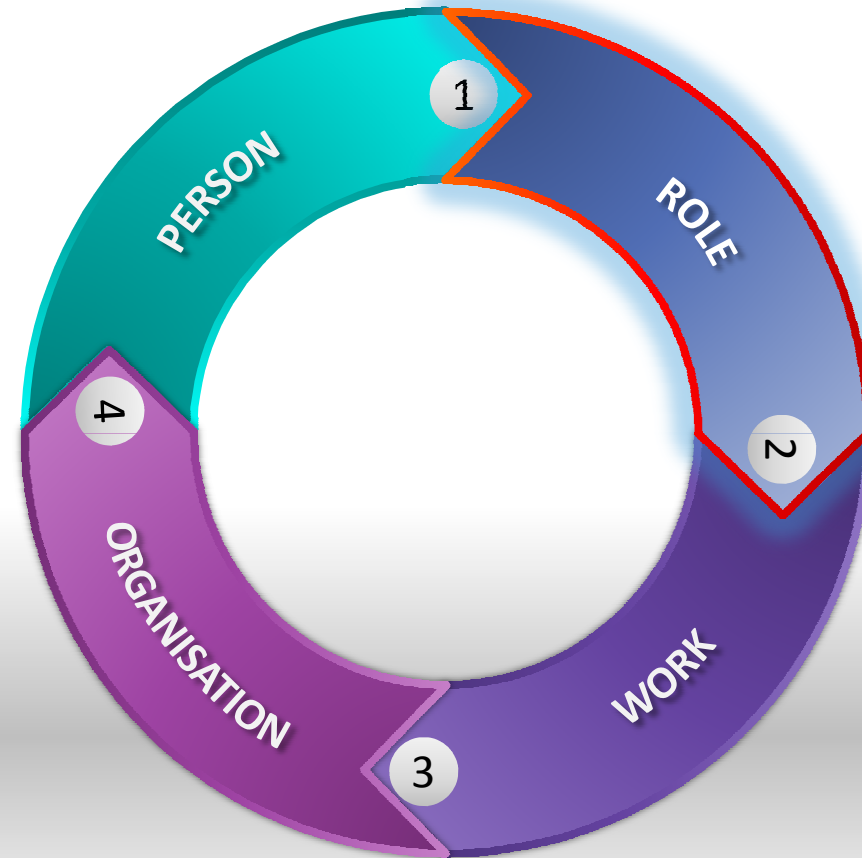


Role analysis

2 ROLE

Accountability
Authority
Resources

- The way in which you take up your authority in your role will determine how successful you will be.
- Effective managers are prepared to be accountable for the effect they have on others.

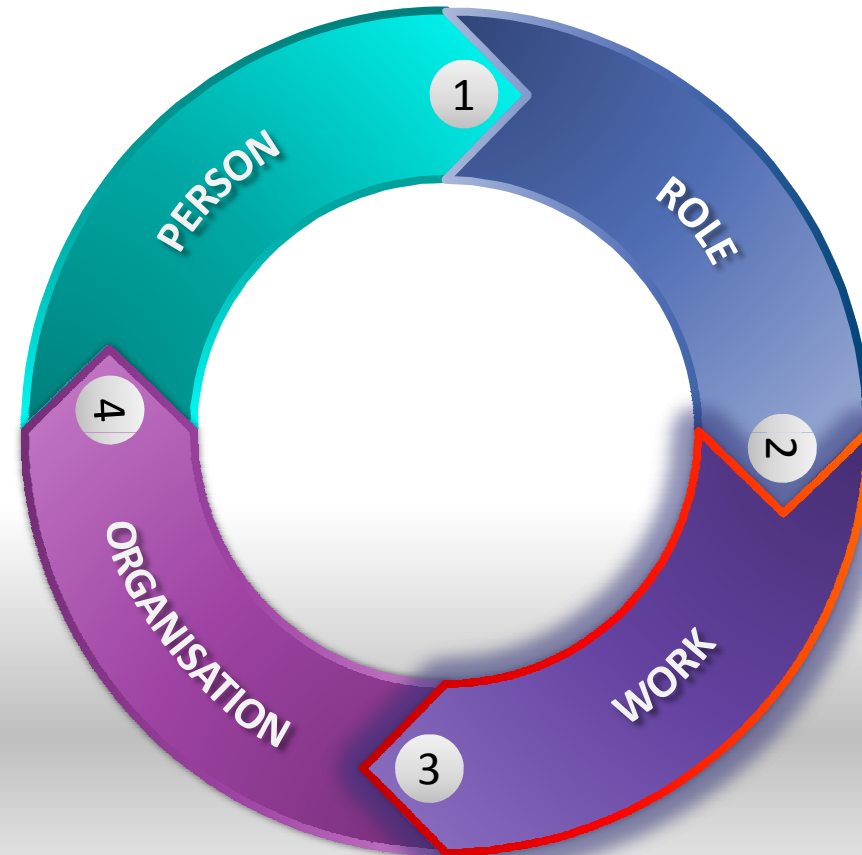


Work definition

3 WORK

Output
Processes
Rewards

- The capacity to focus on and prioritise the right things determines your effectiveness in your role.
- The alignment of priorities between yourself and organisation is key.

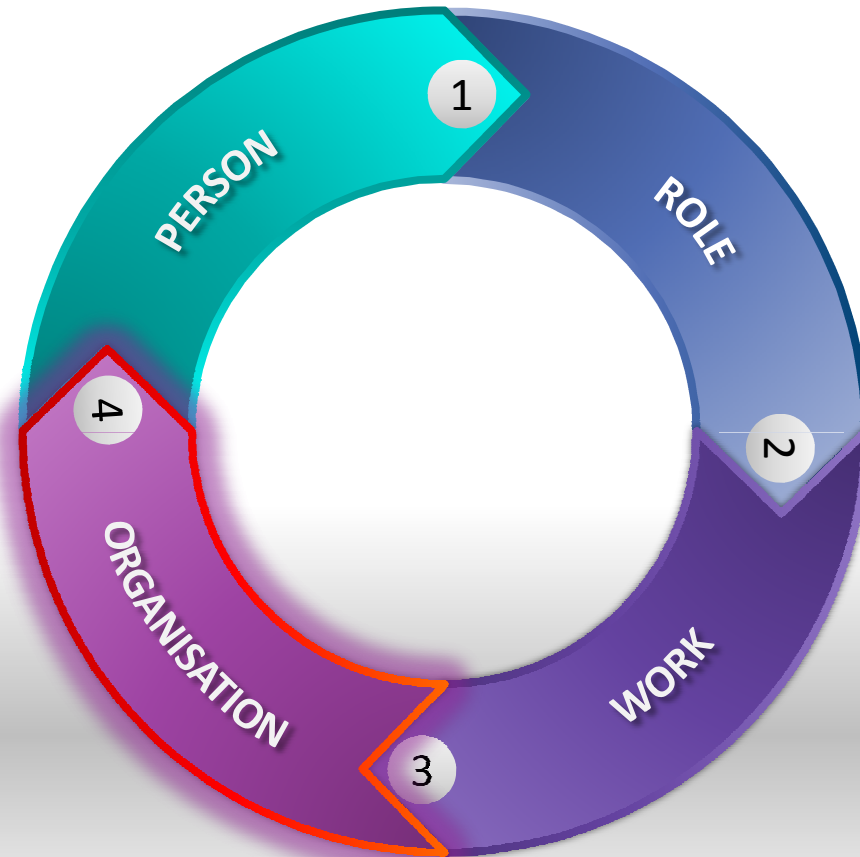


Organisational system

4 ORGANISATION

Ambition Talent
Strategy Culture
Structure Brand

- Clarity about and alignment between these elements determines organisational effectiveness.
- Organisations have both formal and informal structures. Leaders need to manage both the hardware and software of the organisation.



How we work with clients

Coaching for awareness

- What goals do you want to achieve?
- What are the challenges?

Coaching for choices

- What needs to change?
- What might get in the way?

Coaching for decisions & action

- What needs to happen?
- How will change be achieved & maintained?

3 levels of coaching

Behaviour

What you do and why, and its impact.

Self image

How you see and feel about yourself.

Purpose & meaning

Why you go to work, your values and aspirations.

Self-awareness

The higher you rise in an organisation, the poorer the quality of the feedback you receive, yet its importance increases.

We all have blind spots – things that others know, but we don't.

Self-awareness is the basis of being emotionally intelligent.

Making choices

Important choices will always involve conflict.

People deal with conflict in different ways.

Individuals and groups have systematic biases in how they make decisions.

The challenge is to commit to and stick with the right choices.

Decisions & taking action

Very often, you already know what you should be doing but are not doing it – people tend to repeat the same patterns that have worked for them in the past.

What has led to your success so far may not lead to success going forward.

You may need to redefine your criteria and model for success.

7 questions

1 How well do you understand your motivations and ambitions?

2 Do you know how others perceive you and describe you to others?

3 What does success look like for you in your role?

4 What will take you to the next level in your career?

5 How are you helping your organisation achieve its ambitions?

6 Who are the people that are critical to your success?

7 How can you develop your ability to influence others more effectively?

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