

## Provision of Service Statement

*Working with Sam has been fantastically valuable for me, personally and professionally and I'd strongly recommend him to anyone seeking greater self-awareness, perspective, and focus in their working life. Principal Advisor (national advocacy agency)*

### Areas of specialism

Coaching - professionals and Next Generation Leaders who engage with change, to strengthen and expand their capacity and capability, and that of those around them. Executive coaching is "a series of contracted one to one conversations ... [resulting] in a high occurrence of relevant, actionable and timely outcomes for clients"<sup>1</sup>. And, as a registered psychologist, I work with clients to enhance their:

*"... well-being and performance in personal life and work domains [and is] underpinned by models of coaching grounded in established adult and child learning or psychological theories and approaches."*<sup>2</sup>

Psychosocial support - for clients seeking to strengthen their resilience by enhancing their individual and interpersonal resources and connections

Professional supervision - working with those who value professional development, accountability and support in the service of their clients

### My Approach

- Establishes an excellent *collaborative* working relationship with the client
- Provides a *safe and confidential* environment for reflection
- Provides *structured, purposeful* meetings that are supportively *challenging*
- Brings *greater clarity* to situations that clients are experiencing
- Rebuilds *motivation, hope and resilience* to engage confidently with complex and risk-present situations
- *Focuses upon the future* whilst learning from the past
- Actively encourages clients to implement *personally identified goals*
- Provides clients with a clear understanding of how they can *manage their thinking and emotions to influence* their own behaviour as well as that of those around them
- Causes my clients to *recommend* me to others

### My Working Framework

1. *[Meet with manager/sponsor initially as required]*
2. **Initial "fit" conversation** with Coachee (and manager/sponsor, if appropriate)
3. *[(if appropriate) **Formal Proposal** sent to manager/sponsor, cc. client]*
4. Coachee completes paperwork about **context, values, aims and expectations** - and against which progress can be measured
5. Session One - **Contract** and paperwork discussed and clarified
6. **Initial Summary** prepared and sent to Coachee for consideration
7. Session Two to Session Six - ongoing work, including agreed **between-session work**; reports (charged separately)
8. **Periodic File Reviews** (and Final Review Meeting with Sponsor if appropriate) to assist the focus of our work together

<sup>1</sup> E. de Haan & A. Duckworth. (2013) International Coaching Psychology Review, 8 (1).

<sup>2</sup> International Society for Coaching Psychology, <http://www.isfcp.net>

*Where leadership is a team responsibility*