

A selection of illustrative case study examples

In order to respect confidentiality, a high level overview is provided below. Please get in touch if you would like to know more.



Exec Board Director Special Project

National delivery, education & training on line,
1000 + outlets, turnover £100m

Focus: multiple outlet national sales targets, social inclusion, hard to reach clients

How: Interim contract

Key deliverables:

- turn around failing performance
- achieve date specific sales targets
- establish new delivery methods & routes to market through nationwide outlets 100+
- devise and implement national training programmes to upgrade quality of services and customer satisfaction

2 day workshop with Commercial Team

Global Secure Communications & Estates,
turnover £120 m +

Focus: building self, team and commercial awareness

How: 2 day workshop for 25 people

Key deliverables:

- Understand personal motivation and working traits
- Tools to deal with push back within the organisation
- Negotiation skills
- Team profile and skills to maximise motivation preferences

Coaching Programme – Regional Chair

Leading professional services organisation,
combined global turnover US\$2.2 billion

Focus: act as sounding board providing thinking space and challenge

How: 1:1 coaching

Key deliverables:

- Act as thinking partner to support vision and legacy planning
- Provide challenge to support development of new Board structure
- Focussed time to reflect and plan development of new inter board relationships

Coaching Programme, Selected Senior Associates

Leading Global law firm, UK turnover £300m +

Focus: personal impact, leadership and business development skills

How: 1:1 coaching

Key deliverables:

- Greater understanding of personal strengths and impact
- New skills to flex preferred behavioural style
- Greater commercial awareness
- Greater impact with key stakeholders
- Increased presence and impact
- More flexible leadership style

Corporate Recovery

£40m multi outlet business, 40+ companies

Focus: Turnaround and manage reinvestment following business failure and partial liquidation

How: Contract / Interim

Key deliverables:

- restructure business 40+ companies delivering products & services under contract c £5m t/o
- take management control, lead, mentor and re-motivate retained staff and secure trust of customers, suppliers and stakeholders
- establish ongoing sustainability & control processes
- move organisation forward profitably with growing sales

6 month coaching programme – with Senior Management Team

Leading UK charity, turnover £127m +

Focus: build stronger working relationships whilst leading organisational change

How: through 1:1 coaching & team coaching

Key deliverables:

- Greater awareness of behavioural styles, preferences and impact
- New skills to flex personal style
- Tools to deal with conflict and challenge
- Greater awareness of impact on others
- Enhanced awareness of strengths
- Greater trust in relationships

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6 month coaching programme – with selected Partner group

City Law firm, turnover £11m +

Focus : The Partners' wish to improve their approach to business development

How : through 1:1 personal coaching and master classes

Key deliverables:

- Attract and retain higher value clients
- Strengthen relationship with existing clients
- Enhance confidence and self - awareness
- Build confidence to ask for the business
- Develop confidence & networking skills
- Win more work

Corporate Change management

UK wide organisation gearing up from turnover of £50 million to £200 million

Focus: Manage transition planning & implementation

How: Interim Contract

Key deliverables:

- lead re-orientation process & management of operational and cultural change for 9 regional offices managing operations across UK
- establish, lead and manage operations and finance programme to complete contracts
- reorganise contracts and operational strategy with key stakeholders for new method of operation and 4 fold increase in turnover

Pitch Support

Leading Professional Services firm, turnover £300m+

Focus : team presentation to the client following successful document tender

How : coaching of the Partners and Senior Managers both 1:1 and as a group

Key deliverables:

- Refine style, content and impact
- Delivery with strategic impact
- Personal and team Impact
- Strengthened relationship
- Relationship positioned for the long term
- Win work

Commercial Director

£100m+ delivery organisation for government based learning & skills development

Focus: multi site operation: products & services to end users, high street locations & on-line.

How : Contract / Interim

Key deliverables:

- UK & Global, development and implementation of commercial strategy
- Development of partnerships and stakeholders relationships
- Planning and specifying the staffing of the sales team
- Selection of Commercial Director as permanent member of the executive Board

Coaching Assignment

The Ocean Challenge

Focus: Psychological preparation for rowing 2,935 miles unsupported across the Atlantic Ocean

How : 1:2 coaching

Key deliverables:

- Provide structured time to move psychologically from preparing to row the Atlantic, to actually going out to row the Atlantic
- Insight into preferred working styles and preferred approach to conflict
- Impact of control and influence
- Consolidation and integration on return, preparation for next steps

Contract / Interim

Government funded business, turnover £100m +

Focus : re-orientation of business from government funding to financial independence

How : Contract / Interim

Key deliverables:

- Devise and implement bespoke commercial process
- Lead cultural and organisational change
- Draw together disparate silo based operations into a single organisations
- Introduce new ways of taking on, managing and delivering work whilst guarding risk and liability

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Pitch Support

Leading Professional Services firm,
turnover \$21 billion +

Focus : coach team of 12 UK and US to pitch as preferred supplier for FTSE 50 client

How : 1:1 and group coaching face to face and phone on style, content and impact

Key deliverables:

- Provide input into the pitch document
- Provide shape, structure and content for team presentation
- Personal and team Impact
- Develop the relationship
- Win work

Coaching Programme – Selected Partner

Top 10 City law firm, turnover £300m +

Focus : develop Partner's confidence with business development skills

How : 1:1 coaching

Key deliverables:

- Provide a framework for business development
- Facilitate and work with feedback from key partners around the firm
- Identify key strengths and challenges
- Provide challenge and support to put new behaviours into practice
- Progress on nominated accounts

Business Development Director

UK based organisation turnover £100m+

Focus: Development of overseas sales of products and associated support services

How: Contract / Interim

Key deliverables:

- research market
- develop product, services and sales strategy for Europe and India
- structure delivery process for sales and maintenance through in country outlets
- target organisations, negotiate contracts and engage international delivery partners

Global Account Development

FTSE 50 client, £1.7bn turnover

Focus : develop the Firm's relationship with the FTSE 50 client from a cold start to multi disciplinary account

How : global key account approach over 3 year period

Key deliverables:

- Build relationships at Board level (Finance Director, COO, Director of Corporate Strategy, HR Director, General Counsel and Co Sec)
- Multi-discipline account
- To become the preferred supplier of non audit services to the client
- Deliver billings £1m +

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Part Time Tutor

University of Bath, Women into Enterprise

Focus : Developing Ideas, Confidence and Skills for Business, Marketing the Business, Building the Business Plan

How : 3 term programme

Key deliverables:

- tools and techniques to explore potential for running a business
- understanding of what makes a compelling business proposition
- Prepare and present marketing plan and business plan to potential funders
- areas important to prospective funders, key sources and implications of finance,