

Coaching to the Top

The Situation

Coaching can provide the added edge to an individual's performance and help those who are looking to step their career up a gear. Some companies actively encourage their staff to develop by allowing one-to-one coaching and providing targeted development in advance of an assessment to enable candidates to perform to their best during the process. This also enables them to decide whether the role is really right for them before undertaking the interview process.

Joanne Pearce, a partner in the employment team at law firm DWF LLP was a participant in the DWF promotion programme. While her technical skills were excellent, during discussions about her career development needs it was agreed that coaching could help Joanne build confidence in preparation for the more high profile, outward-facing role that partnership entails.



Our Contribution

It was agreed that this kind of provision would be best provided externally and Oakridge was briefed on the task. Oakridge's MD, Tony Sweeney, was given a brief to coach Joanne and help her through the assessment.

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Programme Delivery

As a new comer to one-to-one coaching Joanne didn't know what to expect. Joanne met with Tony for four, two hour coaching sessions.

In the initial meeting Tony explained how coaching can help achieve goals and through conversation he was able to make an initial assessment of Joanne's needs.

Over the next few sessions Joanne was to concentrate upon the areas of work where she excelled – looking at her strengths to help build confidence. At the end of each session Tony would provide homework – elements from the session which were to be worked on for next time.

During the last meeting, the focus was upon a presentation Joanne was to make including the language and structure of what she was to say. Tony was able to help Joanne think of the different ways that information could be presented to deliver a more positive message.

Joanne was encouraged to look and analyse the role she played in work and recognise and identify her strengths in delivering a task.

Results

It was a very positive result for Joanne. The four coaching sessions helped her to complete the necessary development in order to achieve partner status.

What the client said:

Joanne Pearce said;

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“I can honestly say that I have new found confidence since my coaching and it has been the most valuable experience I have received throughout my career,”

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