



Rainbow
Consultants

Coaching Programmes

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Coaching

Are you ready now to achieve your personal and professional goals and be the best that you can possibly be? We offer a range of unique 121 coaching programmes designed to take your performance to a higher level.

Coaching is a facilitated process that allows an individual to set clear goals in any area of their work or life and then move forward, over an agreed number of 121 sessions, to achieve these. In a business context, coaching is used very effectively to improve individual performance or to take it to an even higher level. Coaching is also used to support leaders during times of change for example during organisational restructures. Individuals also find coaching extremely powerful in their personal lives, for example when 'at a cross roads'; when unsure where to go next; when wanting to improve their health or ability to deal with pressure.

Coaching sessions usually last between 90 minutes and 2 hours, and the number of sessions will depend upon the degree of change that the client wants. At the first session, the coach will assist the client in identifying their desired outcomes and will agree the number of coaching sessions needed to achieve these outcomes.



Case Study

Jo was managing a considerable workload and attempting to juggle multiple projects. This was fine until she was forced to deal with a family bereavement on top of this. Jo had always been regarded as a 'high performer', someone who was reliable and dependable. Up until this point in her career, she had thrived on a challenging workload and had spent long hours at work. 'Work-life balance' was an alien concept to Jo. She describes the bereavement as being like a bolt out of the blue - it shook her to the core and made her question her values and priorities in life. Jo began to feel overwhelmed and unable to cope. However, she was reluctant to ask for support at work viewing this as a declaration of weakness.

Jo decided to take advantage of a programme of executive coaching being offered to senior managers within her company. In her first session, Jo expressed her desire to focus on time management and organisational skills and to have more of a work-life balance. However, it soon became apparent that this was not the main underlying issue. By spending some time in the first session on her future aspirations Jo was, for the first time, able to envisage a more holistic and balanced life, and to describe what 'success' would be like for her at the end of the coaching programme.

After session one, Jo was already more optimistic and positive. After the five sessions, Jo had tackled her limiting beliefs about herself; had committed to a more balanced and healthy lifestyle; had the ego-strength to admit she didn't always need to be 'perfect' and it was OK to ask others for help. Colleagues at work remarked upon a transformation in Jo. She was described as being more relaxed and content and more 'comfortable in her own skin'. Instead of working excessive hours, Jo was now focusing on high value, quality work and enjoying life to the full.

"...until the mirror was held up to me, I never realised what a one-dimensional life I was leading. It's like I woke up one day and realised that life was passing me by... I can't believe the changes I made in my life after only 3 months of coaching!" Jo Harris