



RECONNECT

Passion | People | Purpose

EXECUTIVE COACHING

**THE THINKING IS:
IF YOU DON'T WORK
ON YOUR 'STUFF', YOUR
'STUFF' WILL WORK ON
YOU. THIS MEANS
'WORKING BELOW THE
SURFACE' AND PAYING
ATTENTION TO YOUR
UNCONSCIOUS MIND.**

WELCOME

Welcome to Reconnect! Congratulations on taking the first step on what we hope will be a powerful journey of personal growth.

We believe Executive Coaching is an incredible vehicle for leadership development. As you know, engaging in a coaching relationship represents a significant commitment of time and money, and we want you to get the most value from your investment. This document is designed to help you understand what Executive Coaching is, how it works and what benefits you can expect.

"There's no question that future leaders will need constant coaching. As the business environment becomes more complex, they will increasingly turn to coaches for help in understanding how to act."

Harvard Business Review, 2009.

ABOUT RECONNECT

Reconnect is an Executive Coaching company. We specialise in leadership development for individuals, teams and entire organisations. Our approach is systemic and psychodynamic, meaning we work with the whole person within the context of their organisation.

"I deeply value my coaching sessions with Reconnect. Each time I bring an issue that is weighing heavily on me or an area of my performance that feels stuck, the approach is kind and validating yet causes me to think and process at new depths which brings new awareness. My coach is very insightful and skilful. I always leave our sessions clearer, lighter and encouraged. I definitely recommend Reconnect."

Chris Hickford MBE, CEO at The Eikon Charity

WHY COACHING?

We can all become disconnected from our best performance, losing sight of the passion that motivates us, our purpose in life and that of our organisation. When stuck, or in some way blocked from making progress, we are unable to connect with others and lead with impact. At Reconnect we believe leadership is the capacity to connect with other human beings in service of a shared goal. To effectively connect with other people we must first attend to our most important relationship: the one with ourselves.

OUR APPROACH

Our systems-psychodynamic coaching model is proven to help you uncover the 'hard to reach' issues that are getting in the way of your personal success, and that of your organisation. Freud said that our minds are like icebergs with the unconscious mind underneath. The benefit of working at relational depth is that you become aware of those parts of yourself that you cannot see. From this awareness you are able to lead more consciously.

We aim to align the Person, Role and Organisation (PRO) to cultivate purposeful leadership, ultimately helping you to see the connection between things and lead more strategically. We work to build empathic resonant relationships with clients, asking the questions that will help you find your own solutions. This allows us to tackle difficult issues and have challenging conversations. Our contracts are three-way: between the organisation, the executive and the coach.



Freud said our minds are like icebergs - the part of the iceberg you can see above the water represents our conscious mind and what is underneath represents our unconscious mind.

THE BENEFITS OF EXECUTIVE COACHING

The benefits of working both psychodynamically and systemically are formidable. Ultimately, our goal is to enable you to develop the capacity to self-coach. In this way, your investment in coaching becomes more sustainable and benefits are returned beyond the end of the coaching programme.

Benefits of coaching include:

- Increased self-awareness and awareness of your impact on others
- Improved systems leadership and navigation of complexity
- Enhanced wellbeing and greater personal authority
- Improved team performance and increased levels of collaboration
- Greater emotional and social intelligence

“Reconnect has taken me to places in my mind that I have not been before. My coach challenged the way in which I process my thoughts and decisions, whilst bringing a new level of self-awareness to my conscious state. My coaching sessions have been invaluable to my personal development. I would highly recommend Reconnect.”

Alex Farr, CTO, Strictly Education

OUR PACKAGES

Executive Coaching

Our 1-2-1 coaching offer follows the systems-psychodynamic approach, developed by the Tavistock Clinic, coaching each person in the context of their organisation. We typically work with organisations to provide coaching for individual leaders or a cohort within a company. Our model attends to the needs of the Person, Role and Organisation and seeks to align the three. We work with clear boundaries and goals to get the best results. Our coaches work at relational depth, helping clients to think and lead systemically.

360 Degree Feedback

Receiving feedback from multiple sources including people senior to you, your peers, partners, clients and those that report to you, can be tremendously valuable. It allows us to see ourselves as others see us, increasing our self-awareness and uncovering our blind spots. 360-degree feedback can be challenging for the person receiving it and, if the feedback is going to 'land', requires a high degree of psychological safety. The data from the 360 can then be used as material for leaders to work with to help them grow and develop. At Reconnect we have a simple and effective approach to generating feedback and catalysing the learning.

Team Coaching

Our Team Coaching offer allows organisations to address the challenges they share collectively. We create the conditions that support and allow people to open their hearts to one another, generating conversations that lead to more effective teams. Teams are empowered and supported by the revelation of what behaviours might be getting in the way of their success. This offer will help to harness the creative power of conflict, in order to build stronger and more resilient teams.

"To ask the right question is already half the solution of a problem."

Carl Jung

OUR TEAM

Reconnect's coaches all come to the task of leadership development with their own unique backgrounds and interests. Each coach shares an approach which is focussed on psychodynamics and systems thinking.

Our coaches:

- Are qualified and accredited in Executive Coaching
- Are trained in psychodynamics and systemic approaches
- Use the systems-psychodynamic coaching method
- Are experienced in senior leadership, business or organisational development
- Are experienced in coaching executives in senior leadership roles
- Undertake supervision, personal therapy and ongoing professional development
- Work within the European Mentoring and Coaching Council's (EMCC) Global Code of Ethics

HOW IT WORKS

The journey begins with a conversation to discover what is needed by the client, and what can be offered by Reconnect. Often, the 1-2-1 coaching will work alongside a 360-degree feedback process facilitated by Reconnect.

Individual coaching opportunities are offered as programmes of six, nine or twelve sessions. Each session lasts 90 minutes and can take place online or on-site, held every two to four weeks.

Coaching is confidential and we do encourage executives to share the progress they are making with their line managers throughout the programme.

Team coaching will typically start with a conversation with the team leader in order to agree the goals and scope of the coaching. Team coaching sessions last two hours per session and each programme includes six sessions. Team coaching should take place at least monthly to ensure momentum and continued progress.

YOUR INVESTMENT

Your investment will vary depending on your specific requirements. Our typical rates are as follows:

Executive Coaching | 6 x 90 minute coaching sessions | £3,600

360 Degree Appraisal | £1,200

Team Coaching | 6 x 2 hour sessions | £4,800 (3-5 participants)

We offer a discount for public sector and not-for-profit organisations.

CONNECT WITH US

At Reconnect we are passionate about the power of leadership to transform organisations and create value. Whenever you are ready, we are ready to talk to you. To discuss your leadership development needs as an individual leader, team or entire organisation. You can connect with us in the following ways:

Email: hello@reconnectcoaching.co.uk

Online Form: www.reconnectcoaching.co.uk/contact

Book Discovery Call: www.reconnectcoaching.co.uk/booking

Telephone: +44 (0)7793436324

“At its heart, leadership is about human behaviour—understanding it and enhancing it. Leadership involves the highly complex interplay among individuals in systems, all within diverse situational contexts. It is about the way people and organisations behave, about creating and strengthening relationships, handling conflict, building commitment, establishing a group identity, and adapting behaviour to increase effectiveness.”

James MacGregor Burns (leadership scholar and Pulitzer-prize winning author)



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