

CONTEXT - THE WHY?

The demand on leaders has never been greater. They are responsible for managing the strategic, financial, technological and legal mix that makes for a successful organisation, as well as for leading their team of people in an ethical and visionary way.

PURPOSE - THE WHAT?

The purpose of AnD's **Leadership Coaching** is to support clients to be effective leaders and to live their lives in ways which are congruent with their vision and values.

We see the coaches' role as that of a catalyst to the clients' self-insight and as a support to them as they optimise their learning, wise leadership and organisational success.

TARGET - THE WHO?

Leaders, be they upper case 'L' leaders, leading an organisation or team, or lower case 'l' leaders, anyone who is committed to being the best they can be in their lives.

METHODOLOGY - THE HOW?

AnD Consulting's **Leadership Coaching** provides clients with confidential time out in an ambient environment. AnD Coaches use a **Learning Map** to support clients to clarify their vision and purpose, reflect on their business and personal dilemmas, look at ways to hone their emotional intelligence and explore the leadership skills, attitude and behaviours appropriate to their world.

At the end of each session clients commit to action with a **Personal Learning Contract**. **Leadership Coaching** sessions are usually held monthly for 2 hours. AnD's coaching contracts are for a minimum of six sessions.

THE VALUE TO INDIVIDUALS?

Coaching clients tell us they achieve:

- **Clarity:**
 - of career direction,
 - on issues and challenges.
- **Insights:**
 - from increased awareness of self and others,
 - through confidence building, feedback, and support.
- **Solutions:**
 - from ideas and information,
 - through the development of emotional intelligence,
 - by determining priorities, developing plans and committing to action.

THE VALUE TO ORGANISATIONS?

Research has shown that, as well as enabling personal effectiveness, coaching can also lead to increased productivity, staff loyalty and morale, heightened creativity, strengthened team relationships, and improvements in customer service, quality and communication in organisations.

A TESTIMONIAL

It's true that it's lonely at the top, and my time with a coach meant I felt supported as I strove to make a difference.

Peter Skellern – Du Pont

ABOUT AND CONSULTING

AnD Consulting is in business to support leaders through our coaching services of Leadership, Vision, Learning Group and Entrepreneur Coaching. Our services are available in Adelaide, Melbourne, Canberra, Sydney and Brisbane and as a Learning Retreat in the hills inland from Byron Bay.

Our coaches bring a breadth of business and human experience to our coaching methodologies. Kate Ramsay, our Managing Director, has had over 12,000 hours of coaching experience.

AND CONSULTING

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