

Business Jigsaw

Coaching & Consultancy

The challenges of leading a team

How can I get my team to raise their game - we're being asked to do more with less.

How can I strengthen one of my team players?

I really need to get more out of my team.

How can I identify and develop my team's potential?

I need my team to grow with the business - training courses aren't the answer.

Developing leaders and managers is like a jigsaw. There's no single thing you can do to raise a person's or team's performance. Many of the pieces of that jigsaw are in your hands - selecting the right people, matching them to the job that best uses their skills and experience, performance managing them to the right targets.

But there are other pieces that need to come from elsewhere - training to develop knowledge and skills, for example and **coaching** so that those skills stick and they can be focussed and work through the issues facing them.

The power of coaching

"I know what I need to be doing - but I've just not been doing it. Working with my coach, I've really got my head around how to put my knowledge and experience into this role - with fantastic results."

Marketing Manager

"Thanks for giving me my faith back and trusting in me. Since our last session I've gone out there with renewed confidence and got great results! Thank you."

MD Retail business.

"To me, coaching gives me the time and presents thought provoking questions to plan how to tackle the various challenges on my plate. Invariably, I get much better quality results than I would have achieved on my own."

Strategy Manager

Our approach to coaching

The Business Jigsaw Coaching Team work with senior managers, teams and individuals to unlock their potential and raise their game, leading to improved performance levels and breakthrough results for the organisation.

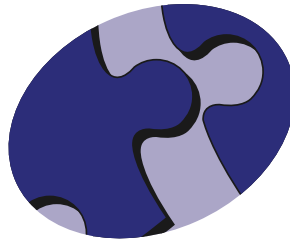
- Flexible coaching programmes designed to meet your organisation's needs
- Business outcome focussed coaching model
- Client-led coaching style
- Confidential and non judgemental, on your side.

We start by establishing where you are - your challenges, your current performance and your strengths.

From there, we work on where you want to get to - your business goals and the different approaches you can take to reach them.

We believe that getting a measurable outcome in business terms not only keeps you focussed but helps the organisation to achieve a real return on investment.





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Why Business Jigsaw?

We exist to help organisations significantly improve their bottom-line results. Each one of us is passionate about **growing your people and your organisation**.

Best Practice is core to our coaching provision. This means we take great care to carefully select and match the best coach to your needs. Clear objectives are agreed at the start of the programme, regular feedback is provided whilst maintaining confidentiality and a Personal Development Plan is agreed at the end of the programme. Our coaches have regular supervision where they can review their approach and any issues with a 'coach mentor' and our account manager will regularly check that you are satisfied with the coaching programme.

Who benefits from coaching?

Senior Teams:

To clarify the strategic direction and goals of the organisation. To define the culture, values and behaviours. To meet organisational challenges as a team and as individuals.

Teams:

To enable the team to move towards a higher level of performance. To understand their individual role in the wider team, the team dynamics and to work beyond their individual function. To build effective relationships and develop effective communication.

Project Teams:

To define the task ensuring roles and responsibilities are allocated and processes put in place to deal with obstacles and move the project forward.

Newly Appointed Manager/Director:

To meet bigger challenges with higher levels of confidence and skill. To develop strategy, establish objectives, assess team members, create operating plans, build stakeholder network etc.

Business Owner:

To tackle issues such as growing the business, moving into new markets and dealing with personal effectiveness and staff or team issues.

Our Team of Coaches

Over the years, we have built up our team of highly skilled coaches and consultants, facilitators and trainers. This means that we can match your needs with the ideal skill set, style and personality. Each member of the Business Jigsaw team has a strong track record in business, whether in the **private or public** sector. Our team work across the **UK and internationally**, at Manager through to Director level.

