

PEARN KANDOLA

# Pearn Kandola Coaching Solutions



## OUR APPROACH

As a firm of business psychologists, Pearn Kandola coaches have extensive expertise in understanding individual personality, motivation, values and performance, as well as understanding and developing organisational behaviour.

We have a core team of experienced, business focused psychologists who offer a variety of coaching services within the corporate environment and have vast experience within both private and public sector businesses. The coaching team are all highly qualified in psychometric testing and have had extensive training and experience. Many are founder members of the BPS Special Group in Coaching Psychology.

We know that managers and leaders at all levels in organisations gain significant advantage through coaching. Our coaching service provides a valuable source of immediate, practical support to individuals who are making career choices, beginning new roles, taking on new challenges and working to increase mastery of their current roles. The key areas of behaviour that we focus on include:

- Enhancing self-awareness
- Confidence building
- Personal leadership
- Improving personal impact
- High quality decision-making
- Enhancing creativity
- Managing pressure
- Resource management
- Achieving work/life balance

The tools we use are based on a variety of theoretical stances including cognitive behavioural coaching, solution-focused coaching, motivational interviewing and positive psychology.

## The Benefits

Our coaching provides individuals with increased opportunities to address a range of current working challenges. The immediate, tangible benefits of our approach include:

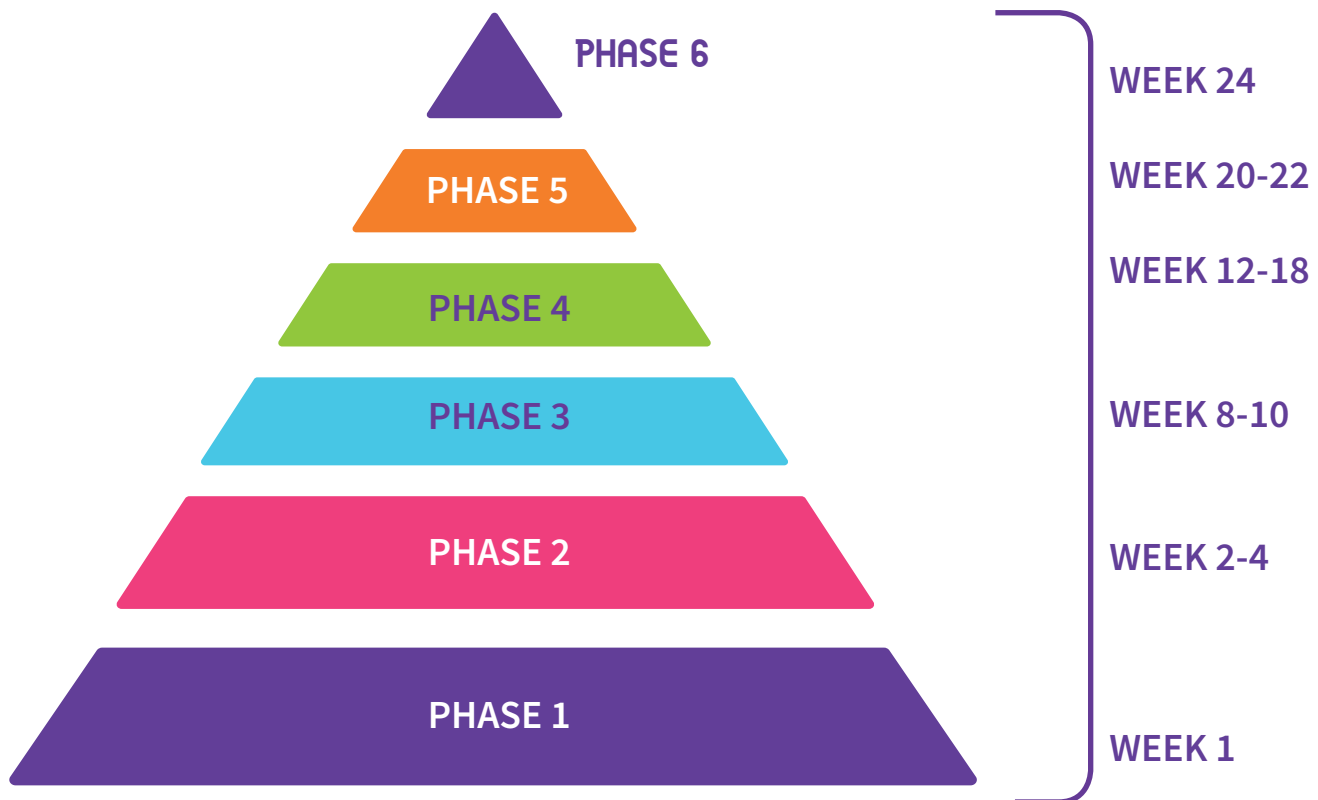
- A sounding board for addressing specific business challenges relating to managing performance that can be tackled over the short and longer-term;
- A source of immediate, practical support in identifying and implementing personal goals;
- A clearer insight into the links between performance, personality, business relationships and motivation;
- An opportunity to address any specific factors that could, over time, prevent employees from performing at their absolute best.

We will provide a clear and pragmatic structure throughout the coaching relationship, focused on achieving immediate change and on-going development. The typical outputs of the coaching relationship include:

- A number of tangible models and options for addressing the areas that are important and necessary to focus on;
- Personal reports from psychometric data and/or 360-degree feedback;
- A clear and structured plan of action, dealing with areas that will enable any employee to be at their most productive;
- A clear means of reviewing progress against plan – a vehicle for regular discussion with a line manager or sponsor.

## OUR FRAMEWORK FOR COACHING

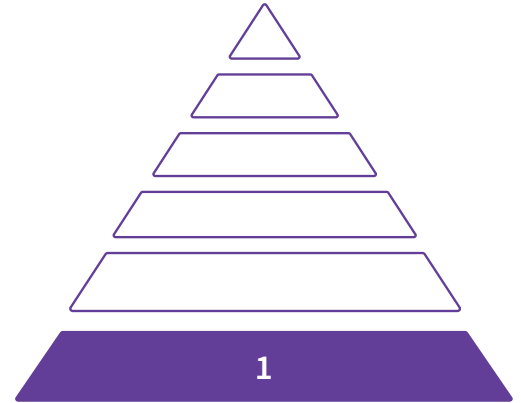
The framework outlined below represents the key stages for the Pearn Kandola LEADER coaching process. Each phase is a natural transition showing the steps forward from the initial foundation of the coaching relationship to the continuous delivery of results and re-focusing on new priorities.



# PEARN KANDOLA COACHING FRAMEWORK

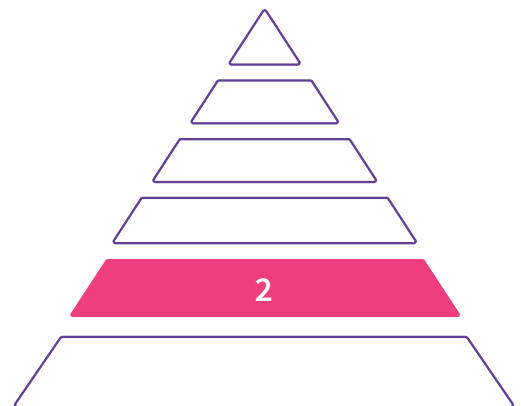
## Phase 1 – Laying Foundations

- Initial contracting meeting with coach (approximately 1½ - 2 hours).
- Understanding of the personal and business context for development.
- Developing the coaching relationship – developing shared expectations, understanding and ways of working.
- Setting Goals for coaching.
- Completion of self-diagnostic questionnaires (if appropriate, post session).



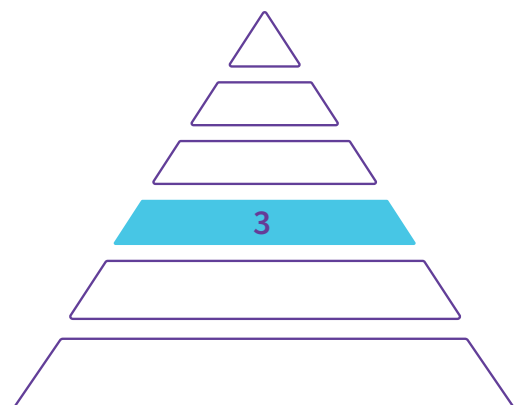
## Phase 2 – Exploring

- Exploration of options and opportunities for change and development to support the achievement of goals.
- Exploring motivation for change and barriers to behaviour change.
- Understanding of how goals can be achieved and action planning for what this will look like within day job.



## Phase 3 – Affirming Actions

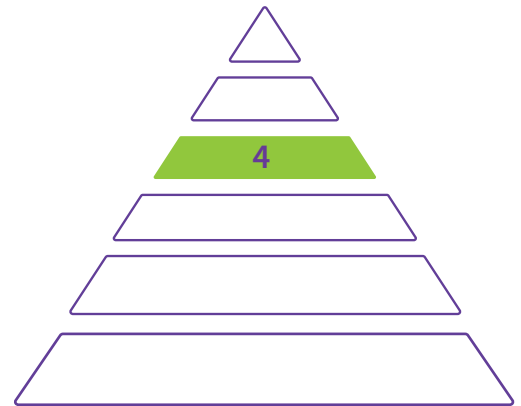
- Review progress.
- Address initial barriers and refocus goals as necessary.
- Exploration of any additional areas/ideas for change.
- Support and challenging of thinking around goals and progress (as required e.g. helpful and unhelpful thinking styles, self talk etc).



# PEARN KANDOLA COACHING FRAMEWORK

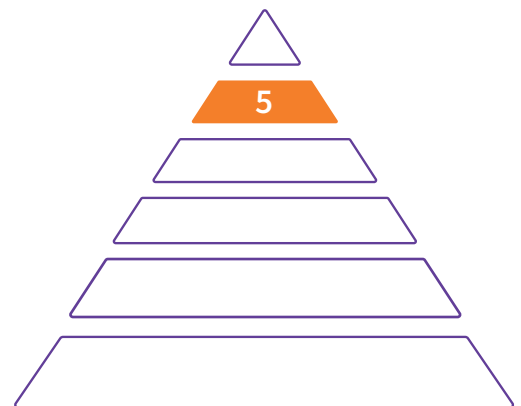
## Phase 4 – Delivering Result

- Further coaching meeting(s) to focus on how to make changes and deliver results in the role.
- Sharing further ideas for delivering change.
- Regular reviews of progress.
- Problem-solving to resolve any barriers encountered.
- Ensuring/fostering commitment to change and enthusiasm for change.
- Review of progress and discussion of ideas and challenges for self-coaching.



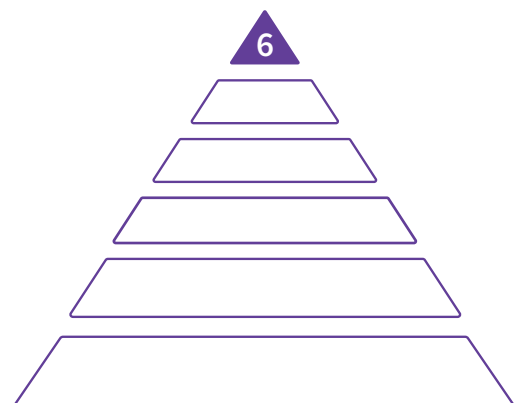
## Phase 5 – Evaluating Results

- Exploration of options and opportunities for change and development to support the achievement of goals.
- Exploring motivation for change and barriers to behaviour change.
- Understanding of how goals can be achieved and action planning for what this will look like within day job.



## Phase 6 – Re-focusing Priorities

- Coaching meeting(s) to explore new or changing priority areas for development.
- Adjustment of the personal goals and actions in line with changing priorities.
- Exploration of tools and structures for self-coaching to support further development.



# PEARN KANDOLA COACHES

## We are members of the Association for Coaching

As business psychologists, our coaches have extensive expertise in understanding individual personality, motivation, values and performance as well as understanding and developing organisational behaviour.

[All of our coaches have a detailed individual CV that lists their personal background and experience, their qualifications and their interests.](#)

## In terms of formal qualifications our coaches have:

- Professional Development Certificate in Executive Coaching from The Institute of Coaching and Consulting Psychology.
- IAFPD Certificate in Coaching Psychology from the Centre for Coaching (ILM certified).
- A Masters Degree in Occupational and Organisational Psychology.

## They are also:

- Members of the British Psychological Society (BPS) division of Occupational Psychology.
- Full members of the Special Group for Coaching Psychology within the Division.
- Chartered practitioners as Occupational Psychologists with the BPS.

# PEARN KANDOLA COACHES

## Our clients

We have considerable experience of providing coaching services within the corporate environment, including organisations such as Diageo, PwC, BP, Novartis, Ernst and Young, Hillshire Brands (Sara Lee), Hays, Kingfisher, Porsche, Infrared. This enables our coaches to practice within some of the most demanding and diverse business environments.

*'Louise worked with us in a situation of significant breakdown in communication. By using a clear and balanced process, culminating in a mediated session, Louise assisted us in identifying and working through key areas where communication was at cross-purposes. She then assisted us in finding ways of addressing these communication issues. Since we worked through these issues with Louise, the working relationship has grown into a very constructive one, based on the principles that Louise helped us to identify and establish.'*

*- Edited comment, senior leader coachee*

## Supervision and CPD

Our coaches have regular supervision with Siobhan O'Riordan from the Centre for Coaching.

In addition, our coaches regularly review their own expertise and development with the support of external professional coaching bodies. For example, our coaches regularly attend and present at key CIPD and BPS conferences, we have hosted a coaching development event at Pearn Kandola, run by Professor Michael Cavanagh of Sydney University. Activities such as these enable us to maintain an edge in our profession and keep in touch with the best tools and techniques in practice.






**Difference inspires business**

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