

BENEFITS

Clients who have experienced our services commonly report:

- More efficient use of time and financial investment
- One point of contact for all unsolicited approaches from would-be coaches
- Central internal referral for coaching.
- Access to most qualified & right fit coaches
- Organisational fit and coherence
- Confidential feedback to organisation on current organisational issues.
- 24 hour access
- International resourcing
- Managing return on investment

Typical Issues that CCM addresses

"The use of coaching is growing in our company, but it is all being arranged on an individual basis."

"We don't have a consistent framework with which to evaluate the effectiveness of coaches and increase the return on investment for our company"

"We see a lot of coaches and there seems to be a whole range of coaching qualifications, how do I know which are best"

"What is the best type of coaching to support our high potentials?"

"We want our managers to become better coaches but how do we design the right training"

"We are concerned that coaches used in our organisation are not suitably qualified and are not receiving appropriate supervision".

"We want to build the skills of our internal coaches and ensure that they are effective"

**Corporate
Coaching
Management**

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**Corporate
Coaching
Management**

**MANAGING COACHING
AS A STRATEGIC
SOLUTION**



CCM



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Your Issues

Any one responsible for buying coaching will be aware of the challenge of meeting the needs of both the organisation and the individual being coached...

There is a growing demand for coaching provision and with that, an increasing number of coaches from a variety of backgrounds. However, there is a lack of regulation in training and practice in this field which leads to confusion. As such, there is a strong need for expert advice in handling coaching programmes and in finding appropriate quality coaches to meet differing needs.

The use of coaches in organisations has often grown organically without a structured approach to selecting, matching and managing the coaches and the coaching they provide.

Setting up and managing individual coaching relationships takes a significant amount of time of HR professionals which could be spent on other activities.

The Solution

Outsourcing your coaching requirements through Corporate Coaching Management will be doing the following:

- Establishing coaching needs
- Setting-up the coaching programme and managing the logistics
- Selecting external coaches and matching coaches to coachees
- Supervising the Coaching
- Feeding back to the organisation learning from the coaching
- Evaluating the process and outcome.

Also....

- Selection, training and supervising internal coaches
- Implementing internal coaching/mentoring programmes.

And...

- Managing company applications from external coaches.

Who are Corporate Coaching Management?

A team with a strong background in Coaching, HR Management, Consultancy, Psychology and Business Leadership. Our skills extend across all the requirements you may have with regards to coaching in your organisation. From evaluating existing coaching provision, development of new coaching programmes to complete outsourcing management of coaching.

Tammy Mindel Tammy is a Business Psychologist with over 20 years experience coaching and developing senior executives in blue chip companies. Her work as a consultant has taken her across the globe and her clients represent a wide range of sectors, both private and public. She has designed many coaching skills workshops and efficient recruiting process of coaches. She has worked as a consultant with the leading, most established coaching company and is a founder member of the Coaching Psychology Section of the British Psychological Society.

Ann Edwards Ann is an experienced director and general manager, with particular expertise in leadership and organisational development. She has worked internationally for over 20 years with senior executives and teams, who have faced both personal and organisational challenges. She is comfortable consulting in a variety of different sectors. Ann contributed to Towers Perrin European coaching practice and then established SHL's Leadership Coaching business.

Vanessa King Vanessa has been an organisational development consultant and coach for over 9 years. She has helped many organisations develop talent management interventions including designing and facilitating coaching training. Her client base extends from global blue-chip organisations to the public sector and is based in the UK, Europe and Asia. Prior to building her consulting career, Vanessa qualified as a Chartered Accountant with Coopers and Lybrand and then held HR positions in two leading Investment Banks.