

Career Coaching

Ideal for: Individuals,
Students, Employees,
Line Managers and
Career Shifters



Coaching.
Humanised.

- Career coaching can be done at any point during the work life of a professional. It applies from finding a student job at the very beginning of your career, building a new CV, negotiating specific conditions, to helping you towards your next career step or transition, or even to retiring.
- Career coaching will give you the methodology and mindset to make smart professional decisions and find your sweet spot – i.e. which opportunities exist, what you are good at and what you want from life.

Who can benefit from Career Coaching - If you are looking to:

- Improve your career progression within your current organisation
- Move into a new external role
- Explore your career options
- Change career direction
- Overcome a feeling of being “stuck” career-wise
- Position yourself for future opportunities
- Proactively manage career risks such as the threat of redundancy
- Realign your working life and personal priorities

ONE TO ONE CAREER COACHING

The goal of career coaching is to empower professionals by helping them make informed decisions about their trajectory.

THE NEED FOR BUSINESS COACHING

Career coaching is an industry that has recently grown exponentially. The goal of career coaching is to empower professionals by helping them make informed / intellectual decisions about their trajectory. It's a solution-based approach to career decisions.

A career coach can help you identify the right role for you and then help you make the transition into your new role. Career coaching integrates career research and complex psychological theory with current knowledge about the job market and organisational processes.

A career coach is well placed to help you understand the world of work and your own personal development. Career counselling, the technically more complex side of the work, combines discussion with a career coach and feedback from a variety of specialist exercises. It takes into account, factors outside of work which often influence your happiness and effectiveness at work.

One to One Career Coaching Services

Our seasoned career coaches would help you understand the world of work and your own personal development. They would consider factors outside of work which often influence your happiness and effectiveness at work.



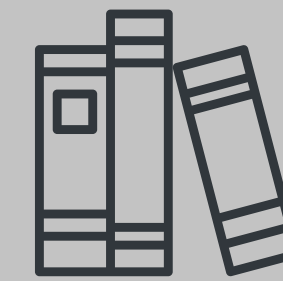
THE DISCOVERY SESSION

- The style of the coach and how that resonates with the coachee
- Rules of engagement and protocol (Coaching is confidential and priority to the client, no one else!)
- Coach and coachee discuss personal goals with the coachee defining his own success measures – (how success for coaching will be measured)
- Agreement to move forward
- 180 assessment (optional) on targeted coaching areas



COACHING SESSIONS

- Session every 1-2 weeks
 - Capsule Coaching: 3 Sessions of 30-45 minutes each
 - OR
 - Full Coaching: 6 Sessions of 60 minutes each
- Extra sessions as required (on demand) if needed
- Digital Sessions
- Check-in and follow up on set goals
- Coach on goals
- Set accountabilities



BETWEEN SESSIONS

- Access to coach – email
- Coachee to notice results, record actions and reflect on outcomes
- Coachee stays aligned with vision and the strategic direction



EVALUATE AND CLOSE

- 180 benchmark retake coachee (optional)
- Final session to celebrate success
- Plan forward
- End of engagement

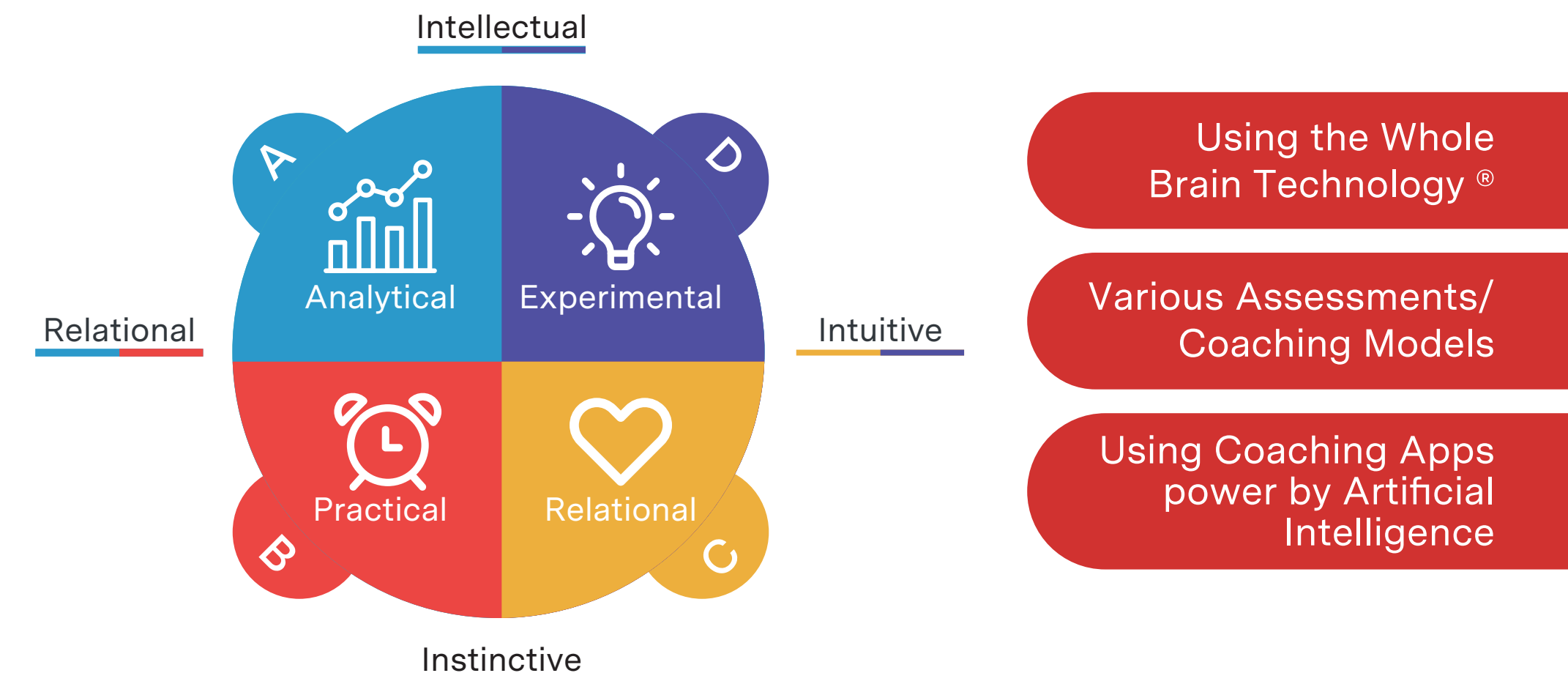
MATCHING & FINE TUNING USING WHOLE BRAIN TECHNOLOGY

TTM coaches understand the pivotal role played by the brain in both the client's and the coach's capacity to adapt effectively to meet the demands of a situation and to successfully navigate crisis and transition. The coach can provide the ongoing relationship that stabilizes situations and facilitating changes in the client's brain. The very extensive research into the brain combining the work of many neuroscientists such as Paul Maclean who was the first to give systematic thought to the evolutionary development of the brain defining the Triune Brain, Roger Sperry's lateralization theory, and later by Ned Herrmann to define how the brain works as a whole, not just work out what each bit does.

Change that will last originates in the limbic system through emotions being fired that will create and support the neural pathways upon which change depends. The emotions are especially aroused during crisis, and during transition they need consolidating in new pathways.

From a brain-based point of view, the primary coaching task TTM follows is to create the optimal conditions for brain change. The coaching relationship is the foundation for the work of the client's brain in making sense of their unique situation. Meaning and sense-making are crucial to this process. The attachment emotions of trust and joy facilitate change. The survival emotions of fear, anger, disgust, shame and sadness inhibit change. Surprise creates possibility and potential.

TTM Coaching Methodology



Effective coaching needs to manage energy in the coaching session in order to create shared 'sense making'. Mindfulness training is good way of doing this (Hall, 2013). It allows the brain to start functioning in such a way that the mind can entertain a 'plane of possibilities' (Siegel, 2010) that makes transition possible, overcoming the confusion or rigidity that is characteristic of a mind grappling with crisis.

Enough understanding of brain and behaviour gives the coach a body of professional knowledge that has worldwide applicability as the underpinnings of coaching technique and method. At the same time, Applied neuroscience offers coaches the opportunity to become the coach not only to the individual or team but, as an expert in brain and (emotionally driven cognitive) executive behaviour, to the whole organisation.

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