



FRESH PERSPECTIVE
Coaching Mentoring Mediation

An offer of coaching for members of the VYM Network

THE BACKGROUND

Since leaving VYM nearly 2 years ago, I have been developing a new venture as Fresh Perspective Coaching, Mentoring & Mediation. I am now both qualified and experienced in delivering performance coaching in different settings and sectors, but always designed to enable individuals and organisations to achieve their full potential.

WHY ME?

As a VCS Project Manager for many years, I am aware of the many challenges such a role brings, not least the dangers of isolation, loss/lack of direction and sometimes burnout. This was reinforced observing the experience of managers and trustees, frontline workers and staff teams in my role at VYM. Having been coached myself in the last year, and undertaken accredited training, I am convinced of the benefits of coaching to support this role, as well as the ripple effects to those around them, and feedback from those I have coached confirms this. There are undoubtedly many coaches out there, but few have the unique experience that facilitates the level of understanding and empathy that Fresh Perspective CMM can bring.

THE METHODOLOGY

The framework that informs the coaching process is the GROW model which enables the coach to guide the coachee through a clear structure towards a realistic, achievable, owned outcome. Performance coaching of this kind requires that the designated goal of any individual is in line with organisational goals, although organisations should be aware that this doesn't exclude the possibility that the future for an individual may lie elsewhere. Coaching can be offered to individuals or teams, managers or frontline staff.

The standard period that makes a coaching process viable is six one-hour sessions, which should take place weekly or at most fortnightly. Coaching should ideally take place away from the workplace, or at least somewhere detached from work distractions. The only aspect of the process that cost VCS organisations are the coaching sessions themselves, so discovery sessions, initial meetings, phone calls, and expenses are not charged for.



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Where a coaching assignment would benefit from having an extra pair of eyes, ears, another perspective, perhaps greater expertise, I would invite a similarly qualified coach to support the process. This only applies to group coaching.

OUTCOMES

Coaching can achieve many outcomes for individuals and organisations, and wouldn't want to pre-empt too much here. Most of all it facilitates a different way of looking at things or approaching a task, or how an individual perceives themselves. I like to think it encourages a fresh perspective.

THE OFFER

Fresh Perspective CMM will provide a free discovery session for organisations who may be new to the idea of coaching, maybe even suspicious, or doubtful about its benefits. This is a one-off, no strings attached offer, to introduce people to the purpose and benefits of coaching. This can be delivered as a presentation as part of an existing meeting or arranged specifically for this purpose, and can take between 1-2 hours.

Following this presentation should anyone wish to take things further, there are various options:

Fresh Perspective CMM's standard rate for non-commercial bodies is £90 per session for 6 sessions, but for VYM members we can offer the following:

Option 1 – discounted rate of £75 per session for 6 sessions

Option 2 - a free course of 6 sessions for anyone who can guarantee a further 3 people within their organisation to sign up for a full series of sessions.

One-off offer to VYM members – first person/organisation to sign up for coaching will pay half the full price for 6 sessions - £270.

If you want to find out more about us, please visit website at www.freshperspectivecmm.co.uk, where you can also find details of what we can offer, including our mediation services. Alternatively, please feel free to phone me at the number below if you want to have a more in-depth discussion.

Ross Grant