



TALENT4
PERFORMANCE

COACHING PROGRAMME



“Coaching is about unlocking people’s potential to maximise their own performance.

It is more about helping them to learn rather than teaching them.”

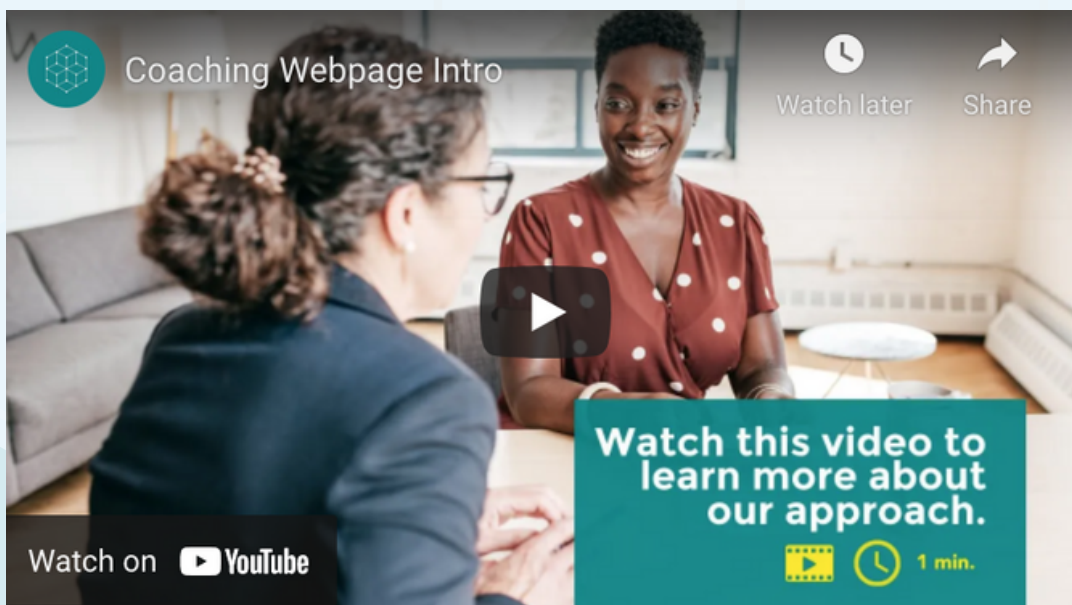
*– Sir John Whitmore,
Coaching for Performance*

Why Coaching?

In old-school boardrooms and businesses, coaching is still seen as remedial and only for people who are underperforming. In high-level sport, a highly skilled coach has always been critical to sustainable success, even when winning lots of trophies. Now, many enlightened leaders and managers see having a coach as a badge of honour, because they want to be stretched and nudged out of their comfort zones. They know this will help them to grow and progress because people perform even better when their mindsets, habits and behaviours are challenged.

“At the top tier of just about any sort of endeavour, you’ll find that the performers have coaches. Pianists, orators and athletes all have coaches. In fact, it would be weird if we heard of someone on stage or on the field who didn’t have one. And yet, in the world of business, they’re seen as the exception.”

-Seth Godin



For a link to the coaching page of our website
[click here](#)


The Talent4Performance formula for success: Clarity x People = Performance

Our coaching approach will help you:

- achieve **clarity** - identifying outcomes you want to achieve
- raise **personal** self-awareness - identifying your current strengths and potential blind spots
- improve **performance** - achieving measurable improvement against agreed critical success factors.

We use a holistic person-centered approach so you can become the very best you can possibly be. We help you explore new ways of thinking about the issues you face. This means you can develop new mindsets, habits and behaviours, and achieve the success you want.

All our coaches are highly experienced in coaching leaders, managers and individuals in a variety of contexts. A number of them also specialise in team coaching and action learning set facilitation.

A photograph showing two women sitting at a table in a meeting. The woman on the left has short blonde hair and is wearing a patterned top. The woman on the right has long dark hair and is wearing a dark blazer. They are both smiling and looking at each other. The background is a brick wall.

“The paradox is that the very things that hold us back from getting help are the reasons we need a coach in the first place.”

- Seth Godin



TALENT4
PERFORMANCE

Your Focus

The purpose of any coaching programme is to improve performance and/or personal fulfilment. This requires robust evaluation, so our coaching programmes always establish an initial baseline of performance and/or clarity of outcomes which can be used to measure progress and achievement.

We tend to focus on the four key domains of work illustrated below. However, we know that as illustrated, there is considerable overlap of these domains. We will always accommodate this while keeping you on track to achieve the results you want.



Your Development Priorities

Depending on your development priorities, the coaching programme can be focused on one or more of the following:



Business:

- Improving business performance
- Developing strategy and culture
- Managing change and transition
- Measuring and evaluating performance

Leadership:

- Strategic thinking
- Communication, impact and influence
- Compassionate leadership
- Stakeholder management



Management:

- Improving team performance
- Engagement and motivation
- Raising accountability
- Encouraging feedback

Individual:

- Improving personal performance
- Confidence building
- Career development
- Resilience and wellbeing



Why Talent4Performance?

Talent4Performance (T4P) is a bespoke Talent Consultancy that specialises in using the latest thinking from the field of applied neuroscience and applied psychology to deliver behaviour change that drives performance.

This pioneering approach means we design and deliver brain-friendly, fun and engaging programmes that have a direct impact on individual, team and organisational results.

Over the last 7 years we have carefully selected a team of expert coaches and personally trained them to become qualified practitioners in the use and application of unique cutting-edge behaviour analytics. This powerful and insightful approach means that from the outset you get deeper awareness of your current mindsets, habits and behaviours. This insight empowers and motivates measurable behaviour change so you get the results you want.

All our coaches:

- Are compassionate and empathic while also being robust and willing to make you accountable for getting the results you want.
- Have a minimum of 10 years' coaching experience
- Have specialist expertise in helping you navigate the paradoxes in interpersonal relationships, achievement and leadership
- Are learning and development specialists, including designing and delivering leadership training
- Are passionate about demonstrable impact and achievement that creates sustainable change.



TALENT4 PERFORMANCE

Driving business performance
through measurable behaviour
change.

WHAT OUR CLIENTS SAY

“

Alli's approach is extremely professional and she made me feel very comfortable talking about how I could work on aspects of my style, but also what I was naturally good at. I liked the can-do approach. It was a great programme and I highly recommend Alli.

**REBECCA
SMITH**
KM Charity Team

“

You enabled each director to increase their self-awareness, and identify their strengths and potential blind-spots. Many of the directors said that these were the best sessions we have ever had as a Board, because we covered a lot of ground, aired important issues, and identified a common vision of what success looks like.

**DAVID
HEMMING**
IHSE UK Parliament

“

David's coaching technique has opened my mind to new ways of thinking and has proven invaluable in my professional as well as personal life. It nudged me out of my comfort zone but his gentle and thoughtful questioning has created lots of new insights. I can highly recommend David

**KAREN
SCHLAGEL**
British Pharmacological Society

ABOUT US

Talent4Performance is a fast-growing business with more than 50 years' experience of delivering performance improvement for business leaders across London and the UK. With a focus on creating clarity, inspiring people and driving performance, we use the latest thinking from the fields of applied neuroscience, psychology and behaviour analytics to deliver measurable performance improvement.

CORE SERVICES

- ✓ Organisational Development
- ✓ Leadership Excellence
- ✓ Management Foundations
- ✓ Personal Effectiveness