



# Coaching Solutions... for Everyone

Boost performance  
Develop new skills  
Shift behaviours  
Build resilience



# Coaching Services

At Connor we're proud of our coaching heritage, having provided countless programmes from board members, to leaders and teams. We're even more proud of our mission to make coaching accessible to **EVERYONE**, regardless of seniority, grade or title.

Coaching can be one of the most powerful methods of developing people, significantly boosting business and personal performance. Done well, coaching can be a game changer for individuals and organisations by focusing on the real issues behind why things might not be working the way they want them to, uncovering blockers, and developing new skills and behaviours that stick to drive performance forward.

Yet, at so many organisations coaching is reserved traditionally for senior people, executives and people are already at the top.

At Connor, we offer a wide range of high-quality coaching options, not only because we believe in the transformational power of coaching, but because we've listened to our clients' needs to build a range of solutions to develop everyone in an organisation.

From personal development, parental transition, retirement support, team development or career change, we've got the right coaching capability to support you and your people in the moments that matter.

**86% of organisations saw an ROI on their Coaching engagements**

Source: International Coaching Federation (ICF)

**Over 70% of individuals who receive coaching benefited from improved work performance, relationships and more effective communication skills.**

Source: Institute of Coaching



## Coaching for Everyone

Are you excited by the transformational impact of coaching and wish you could offer this more widely across your business? 'Coaching for Everyone' is an easy to buy, scalable and personalised coaching service for anyone who needs it.



## Team Coaching

Team Coaching empowers teams to work toward continued high performance and ongoing development for innovation, flexibility, adaptability and goal alignment. Our highly experienced team coaches partner with you systemically to develop the world class team dynamics you need.



## Executive Coaching

Our leading executive coaching service focuses on developing the capability, impact and resilience of senior leaders in an ever-more complex and uncertain work environment. Executive coaching enables leaders to perform at their best to lead their organisations in a future-focused, agile and inclusive way.



## Outsourced Coaching Partner

We provide a fully managed service for all your coaching requirements. We can take the pain away from managing multiple coaching contracts across your business, improving quality, consistency, and cost. Remove time consuming admin and gain insightful organisational intelligence reporting.



# Coaching for Everyone

Are you excited about the transformational impact of coaching and wish you could offer this more widely across your business? Now you can! Easy to buy and simple to deploy, our flexible, scalable 'Coaching for Everyone' programmes provide a personalised and professional coaching service to anyone across your organisation who needs it, within a set budget.

## 1. What is Coaching for Everyone?

At Connor we're on a mission to make coaching accessible to everyone, regardless of seniority, grade or budget. While we believe in the transformational power of executive coaching programmes, we also recognise that this may not suit everyone's needs, may be too rigid for some and too costly for others. That's why we created our flexible solution, to bring the power of coaching to anyone, anywhere, anytime.

## 2. Who is it for?

- Individuals who need a more flexible and cost effective approach to coaching to focus on specific challenges.
- Selected groups or teams such as talents, HiPo's or project teams who may be experiencing change and need additional support.
- Organisational upskilling challenges where broad skills development areas have been identified. We can align to your competencies or skills needs and focus our coaching around them.
- Even your whole organisation, helping people to work on specific professional or personal development goals, or as added value through your EAP or benefits programme.

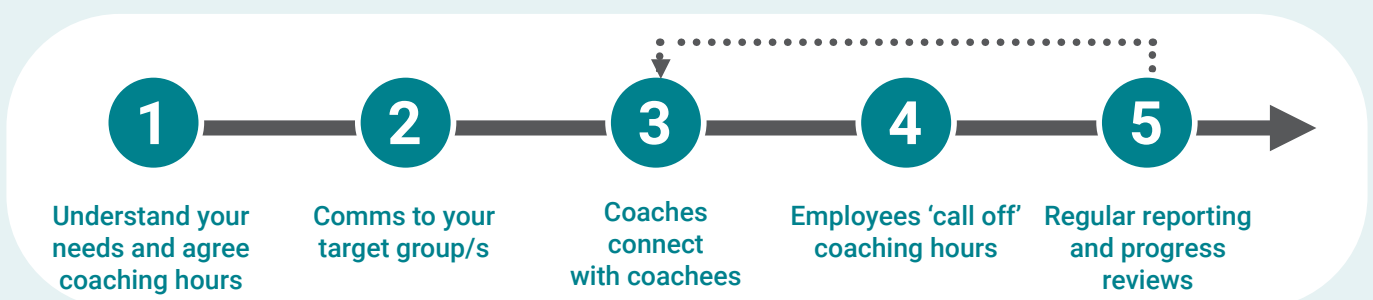
## 3. Why Coaching for Everyone?

- Offer high quality coaching to anyone who would value it, with significant cost savings compared to traditional coaching costs. You set the budget you need.
- Purchase a flexible 'pool' of professional coaching capacity for you or your organisation, by the hour, for a specific group of employees or for anyone who needs it.
- Use our same rigorously assessed, qualified and diverse coaches who are professionally supervised and attend regular development.
- Each individual matched with a specific coach based on preferred style and coaching objectives, helping build a trusting relationship.
- Flexibility in allocation of coaching time – a set time per person or flexibility to deliver coaching for whoever most needs it at that time.

“

**Invaluable, it really changed my career, life, and perspective. The very flexible approach helped me through a very challenging period.”**

Operations Manager,  
manufacturing sector





# Team Coaching

“  
The difference in  
behaviour in our team is  
astonishing and the quality  
of their output has improved  
noticeably. We're thrilled with  
the fundamental changes  
you've made to our  
business.”

Team coaching  
delegate



Team Coaching empowers teams to work toward continued high performance and ongoing development for innovation, flexibility, adaptability and goal alignment. Our highly experienced team coaches partner with you systemically to develop the world class team dynamics you need.

## 1. What is team coaching?

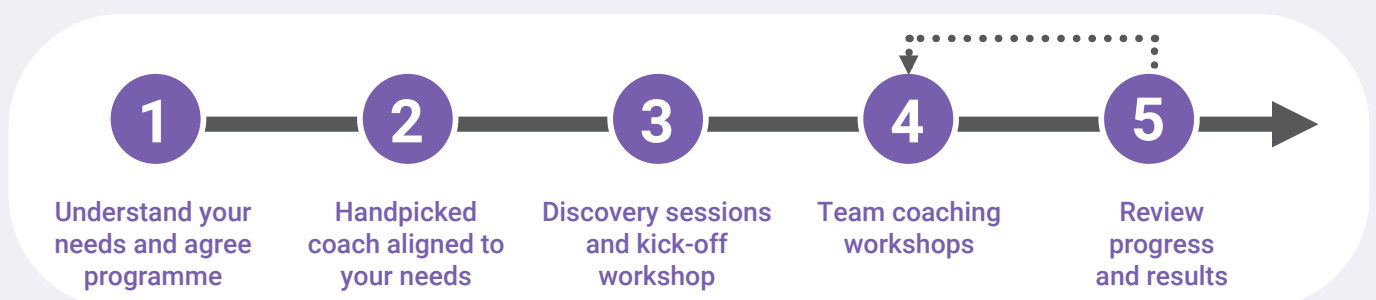
Team coaching is a powerful tool for teams of all levels who want to shift their performance to the next level, unlocking the power of the collective strengths each member brings to the table. Our highly qualified team coaches work with you holistically to consider what needs to change for the individual, the team and the system to address the business challenges that need to be addressed.

## 2. Who is it for?

- Teams at all levels who need support to develop a high-performing team dynamic.
- Leadership and board level teams who have specific challenges they need to be better aligned on.
- Underperforming or dysfunctional teams who need to develop cohesion, trust and unity.
- New teams who need to develop effective relationships and ways of working.
- High-performing teams who want build on their success to take their business to the next level.

## 3. Why Connor team coaching?

- A cost effective method of developing teams as opposed to individual development.
- Rigorously assessed, qualified coaches, professionally supervised with regular development, so you can always rely on the highest quality coaching and facilitation.
- A diverse team of coaches, carefully matched to the specific needs of the team, with real life business experience that builds trust and confidence from the start.
- We focus on your outcomes, ensuring you get the results you're looking for with measurable return on your investment.





# Executive Coaching

Our leading executive coaching service focuses on developing the capability, impact and resilience of senior leaders in an ever-more complex and uncertain work environment. Executive coaching enables leaders to perform at their best to lead their organisations in a future-focused, agile and inclusive way.

## 1. What is executive coaching?

The International Coaching Federation (ICF) defines coaching as “partnering with clients in a thought-provoking and creative process that inspires them to maximise their personal and professional potential. We like this definition and believe that finding the right coach can help people unlock their true potential, that’s why our network of highly qualified and experienced coaches are hand picked to work with you on the things that matter to you.

## 2. Who is it for?

- Board-level individuals who want support and challenge with a peer-level coach, giving them opportunity to think, plan and adapt.
- Leaders who are technically strong, but want to focus on enhancing and developing their leadership and people skills.
- Managers stepping up into a leadership role.
- High-potential “flight risk” executives you want to invest in to retain.
- Leaders experiencing stretch in their role or who are under stress.
- Executives promoted to a new role without the right support, struggling to adapt to change or facing project challenges.
- Senior leaders with long tenure thinking ahead to retirement.

**96%**  
of organisations  
that had an Executive  
Coach said they  
would repeat the  
process again.

Source: International Coaching  
Federation (ICF) Global  
Coaching Client Study

## 3. Why Connor coaching?

- Tailored to your objectives, outcome focused, rooted in the business and delivering measurable ROI, with clear set-up and review.
- Rigorously assessed, qualified coaches, professionally supervised with regular development, so you can always rely on the highest quality coaching.
- A diverse team of coaches, carefully matched to each executive’s professional and personal chemistry for maximum trust and best outcomes.
- Programmes to suit a range of budgets, constructed from a set of options tailored to fit you, including 360-degree feedback, psychometric tools such as VoicePrint and job shadowing/observation.





# Outsourced Coaching Partner

**We provide a fully managed service for all your coaching requirements. We can take the pain away from managing multiple coaching contracts across your business, improving quality, consistency, and cost. Remove time consuming admin and gain insightful organisational intelligence reporting.**

## 1. What is an outsourced coaching provider?

Many businesses find themselves managing multiple legacy coaching contracts with external providers with little or no control over quality, consistency and cost. We also find some clients prefer a single source for all their coaching needs, mixing executive, team and our adaptive coaching offer, having everything easily manageable and reportable, under one roof. We provide an end-to-end solution including project management and contract harmonisation that puts you in control of your budgets, your quality and your impact.

## 2. Who is it for?

- Businesses who find themselves with multiple legacy coaching contracts and want to provide a greater level of quality, consistency and cost control.
- Larger organisations who have wide ranging coaching needs across targets groups or specific populations who want a comprehensive and flexible approach to coaching.
- Smaller companies who want to closely manage their coaching provision.
- Anyone who wants to take the administration burden away from the business and have a well managed, high-quality coaching partnership in place.

## 3. Why Connor as a partner?

- Years of experience and hundreds of coaching programmes mean we know the coaching business inside out.
- Coaching that's tailored to your objectives, outcome focused, rooted in the business and delivering measurable ROI, with clear set-up and review.
- Rigorously assessed, qualified coaches, professionally supervised with regular development, so you can always rely on the highest quality coaching.
- A diverse team of coaches, carefully matched to the client's professional and personal chemistry for maximum trust and best outcomes.
- Other options to suit a range of budgets, constructed from a set of tools tailored to fit you, including 360-degree feedback, psychometric tools, job shadowing/observation.
- Regular organisational intelligence reporting, providing a level of cultural insight and sentiment that couldn't be gathered in any other way.





# Client Feedback

“

It's been incredibly helpful to have honest conversations with someone who doesn't bring their own opinions. Coaching isn't about opinions – it's about testing thought processes.”

**Director of Sustainability and Community – Great Portland Estates**

“

I thoroughly enjoyed my coaching sessions. Our sessions were always structured and supportive. I always looked forward to the next session and I felt really good afterwards. We worked on my performance, promotional development, and aspirations. My coach is very skilful and it was a pleasure working with her. Thank you so much Connor!”

**Coachee at a large public sector organisation.**

“

In the few meetings I have had with my coach, she has already been instrumental in guiding me to answers that were already available in my mind, but somehow needed unlocking. In her very keen style, her coaching has provided an immense amount of direction, clarity and to a major part, forced me to think in a different way. Something I did not think I was capable of doing. Not wanting to use a cliché, but she has shown me how to see the forest from the trees.”

**Sanjay Lal, Corporate Vice President, Operations EMEA at Cadence Design Systems**

“

Our recent Board meeting was outstanding and entirely different to anything I have seen before – a lot of which is down to the success of the programme and the impact it has had. Lee, our MD, said that this was a completely different event. I am so thrilled that this programme has fundamentally changed our business and caused a wind of change. The prevailing direction is incredible!”

**HR Manager**



# About Connor

Connor are the people and change experts. We are passionate, pragmatic, flexible and agile. We love working with organisations to improve their performance through their people across the full employee lifecycle:



## Outplacement

We are one of the most experienced providers of outplacement support in the UK and internationally. Our acclaimed, highly personal service provides as-long-as-it-takes support for employees to find their next opportunity, whatever it may be, and is always tailored to your budget.



## Career transition

Connor's career transition services help organisations support individuals through transitional periods in their working lives. From career coaching to returner programmes to retirement planning, we give individuals and organisations the tailored support that helps them make the most of the changing world of work.



## People development

Connor has over 30 years of expertise in the development of leaders, individuals and teams. We work with businesses of all sizes, across all sectors and have a proud history of working with charities.



## Organisational change

Connor can partner with you over your entire change journey to plan, land and embed change with your teams. Our expertise spans: mergers & acquisitions, relocation, employee transfers (TUPE), restructures, redundancy, and complex contract changes, as well as delivering change within a HR function.



## HR services

Our flexible HR services span the full spectrum, from conflict resolution, to HR audits, to full HR outsourcing and HR recruitment. Our hand-picked teams of HR experts enable you to focus on strategically important work, knowing that the day-to-day is taken care of.



## Recruitment Projects Partnerships

As your Recruitment Project Partners, our mission is to solve your recruitment challenges. Our team of recruitment experts deliver solutions across the entire recruitment lifecycle, working in partnership with you as either a dedicated recruitment specialist team, or as an extension of your existing team.

## Contact us

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