Career and Confidence Coaching Overview

Helping your people to be extraordinary

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What is Career and Confidence Coaching?

WHAT IS COACHING?

Career and Confidence Coaching is a proven and effective way to help an individual overcome a challenge they are facing in their career.

Coaching gives people time and space to think and reflect, which can often be difficult when life and work are fast-paced and demanding.

A Coach's job is to help the Client unravel what is going on in their own head and to help them identify clear goals and objectives. A Coach will then support the Client to achieve what they want to achieve and be who they want to be.

A Coach has no vested interest and no ulterior motive. They are completely independent and their one focus is supporting the Client to achieve their desired result.

WHEN TO ENGAGE A COACH?

You may have identified a member of your team that is:

- Lacking confidence;
- Finding it hard to settle into a new role;
- Experiencing overwhelm and stuck in a cycle of perfectionism;
- Struggling with work/life balance;
- Feeling demotivated after missing out on a promotion;
- Feeling unsure about future career direction;
- Experiencing a 'milestone moment' in their life (e.g. addition to family, death in family, promotion, geographical move);
- Questioning whether they can be successful while being true to themselves;
- At risk of burning out.

You do not want the individual to fail in their current role or to leave the organisation. **Coaching can provide the support they need**.

The Benefits of Career and Confidence Coaching

THE BENEFIT OF COACHING TO THE ORGANISATION

From an organisation's perspective, access to Career and Confidence Coaching can:

- Empower individuals and encourage them to take responsibility;
- Enhance creativity leading to better decision making, healthy risk taking and increased innovation;
- Improve individual and team performance;
- Improve client service levels and client satisfaction;
- Increase employee engagement and improve retention rates;
- Reduce employee stress levels;
- Improve performance and productivity;
- Demonstrate organisational commitment to people development;
- Improve diversity and inclusion across the organisation by supporting minority groups.

THE BENEFIT OF COACHING TO THE INDIVIDUAL

From an individual's perspective, access to Career and Confidence Coaching can:

- Enhance self-awareness and allow them to understand why they behave how they do;
- Help them to establish and take action towards achieving meaningful goals;
- Build confidence and skills to become more self-reliant;
- Develop resilience, allowing them to better respond and bounce back from setbacks;
- Allow them to contribute more effectively to the team and the organization;
- Encourage them to take greater responsibility and accountability for actions and commitments;
- Help them to work more easily and productively with others (line manager, direct reports, peers);
- Improve communication skills and effectiveness;
- Increase job and life satisfaction.

"Working with Nicola has been incredible, she has given me the confidence to take control of the next phase of my career. Her approach is supportive and caring but she knows exactly when to challenge and encourage me to take action and to keep on working towards my long term goal."

Sarah, Learning and Development Senior Manager, Law Firm

About Nicola Semple

Nicola has a 20 year career spanning corporate and self-employment. Nicola began her career as a Business Change Consultant at Accenture and KPMG before moving into Leadership and Talent Development at Ernst and Young. Now with her private coaching practice, she supports her clients with their own personal transformation through 1:1 and group coaching.

She believes that giving people a deeper understanding of themselves and others is one of the most powerful tools for organisational and individual growth. Nicola uses her extensive corporate and personal experience to inform her unique approach to Career and Confidence Coaching.

Over the past six years, Nicola has worked with a wide range of clients, from solo entrepreneurs to senior leaders. In each case, she uses curiosity, humour and compassion to instill confidence and inspire growth in each and every individual.

A lifelong learner, Nicola is currently working towards accreditation with the International Coaching Federation. She is a Certified Mindset Coach with accreditation in NLP, Timeline Therapy and Hypnosis and a Professional Mindfulness Practitioner. She holds Level A and B accreditation with the British Psychological Society and has an MSc in Organisational Behaviour and a First Class Honours in International Business and Languages.

Coaching Packages

All coaching packages are bespoke and developed in conjunction with the Line Manager and Coachee based on business requirement, individual preference and available budget. All coaching sessions are conducted at a time that suits the individual over Zoom or Skype.

Having previously worked in a client facing role I know the challenge of carving out time for non-billable work. However, I am also acutely aware of the value of coaching to both the organisation and individual. I stay in touch and engage with the people that I support on a regular basis to ensure they commit the time, energy and attention required for the coaching relationship. Example Coaching Packages:

TWO HOUR IN-DEPTH 1:1 SESSION

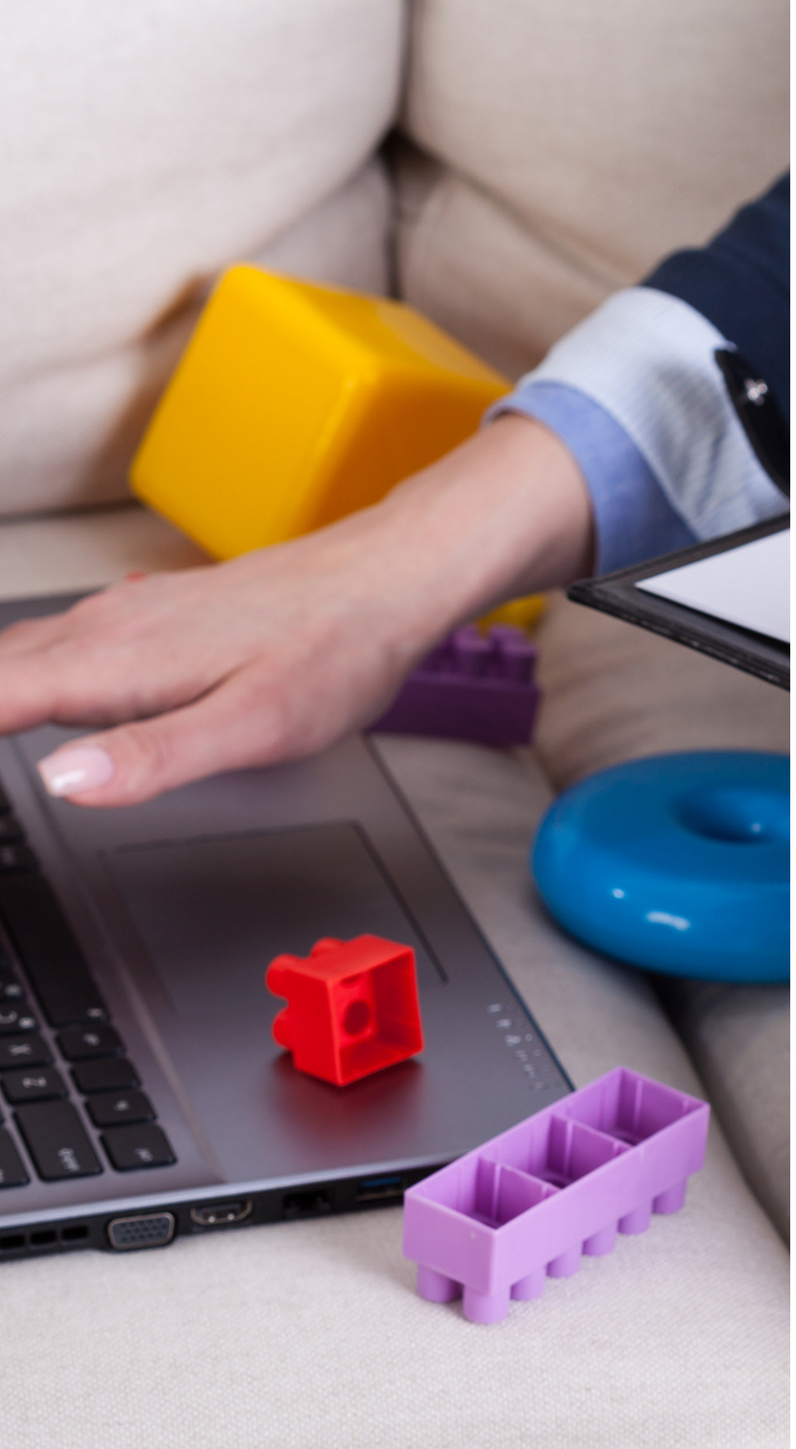
This session is ideal for an individual that is feeling stuck and needs some support to help them to move on. We will identify where they are now and where they want to be. We will unravel what is currently keeping them stuck and the actions required for them to move forward in a productive way.

8 X 1:1 COACHING SESSIONS

The intitial session will take the form of a deep dive where we will clarify the key objectives for the coaching relationship. During this deep dive, we also identify how we will work together so that the package is tailored to the individual and how they work best. Subsequent coaching sessions remain flexible based on key priorities.

GROUP COACHING

Where a number of individuals are experiencing a similar issue it can be cost and time effective to create a bespoke group coaching programme (maximum of 10 people). This allows participants to develop a shared understanding and to develop their own coaching skills.



Parent Returner Coaching

During and after a significant period of transition, such as a career break like maternity, paternity or adoption leave, individuals can lose confidence and a sense of professional identity. The perspective that parenthood brings can often make an individual evaluate what they want from life and career. 1:1 coaching or a group programme can be transformatioanal to support the transition back to work.

1:1 COACHING

Parent Returner 1:1 Coaching is entirely bespoke and can be tailored to your team's available time, resources and budget. The coaching program can span before and during the career break, as well as upon the return to the work place.

GROUP PROGRAMME

Being part of a group of Parent Returners can engender a sense of community and mutual support. The content can be tailored to the needs of the organisation and participants. Suggested topics include:

- Defining Career Success
- Building Self-Confidence
- Setting Boundaries and Managing Guilt
- Managing Time and Presence
- Developing Your Personal Brand
- Managing Stress and Creating Self Care Strategies
- Creating Effective Networks and Allies
- Defining Your Career Legacy

Espresso Shot Training Sessions

Bite-Size (60-90 minute) training sessions delivered online to fit around the needs of your team, either as part of a structured learning programme or on-demand as specific issues arise. Example topics are:

BECOME THE CEO OF YOUR CAREER

Learn how to build your personal brand so that you can influence, make an impact, and demonstrate your effectiveness. Understand what to do so you stand out for key opportunities.

BUILD INNER CONFIDENCE

Get clear on what impacts your confidence levels and allows imposter syndrome to creep in. Develop simple strategies to build your resilience and develop deep confidence in yourself and your own abilities.

CREATE AN EFFECTIVE WORK/LIFE BALANCE

Understand what work/life balance means for you and create your own personalised work/life balance strategy. Recognise and acknowledge that people have different work/life balance priorities that need to be understood and respected.

MINDFULNESS FOR BUSY PEOPLE

Prepare to have your misconceptions about Mindfulness eliminated. Learn the basic principles of Mindfulness and how it can be used to increase productivity, reduce stress and enhance performance.

MINDFUL USE OF TECHNOLOGY

For many, hybrid working has allowed improved work/life balance but presents the additional challenge of an 'always on' culture. Learn the practical strategies and mindset shifts required to allow you to detach from your mobile phone and switch off from technology.

Contact Nicola Semple

If you would like to talk to Nicola about your specific requirements, you can get in touch here:

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