Building Blocks 2.8

Coaching Goals Document

Starr Coaching

Client Name: **Alex Bainbridge**   Line Manager: **Lisa Sanderson**   Current Role and position: **Head of Operations**

Ref.	Development Theme/Outcome	Benefit/Opportunity	Comments
1.	**Build Teams who deliver** • Create clarity of delivery criteria, e.g. making clear requests of people in 'adult-adult' conversations • Training, coaching others, e.g. invest time in planning and update conversations, giving feedback, etc. • Create structures to assist effective delegation, e.g. regular 1:1 updates, team meetings, etc.	▪ Increases own sense of value around the work and the overall proposition ▪ Demonstrates managerial/ leadership ability ▪ Enables a more strategic involvement ▪ Broadens personal contribution	Begin with simple, smaller scale requests (and build naturally)
2.	**Increase Personal Impact/Gravitas** • Reduce informal (casual) approach to situations and relationship, e.g. use of humour, open-ended agreements, (non-specific / non-timebound) • Bring professional persona forward, e.g. be willing to display technical expertise early on • Manage negative emotions, e.g. displays of temper	▪ Increases further people's professional respect and regard ▪ Increases personal influence, e.g. as leadership qualities naturally emerge	Humour: need to retain the positive aspects of this, e.g. 'reduce' does not mean 'eliminate'
3.	**Create a clearer career path** • Build a stronger sense of the future, e.g. size of team, scale and scope of involvement, fees income, etc. • Build a stronger sense of personal goals, e.g. achieve VP and then executive – and commit to that • Get in action behind the plan, e.g. spot talent for the team, develop a business plan, scope out the potential options for ways forward.	▪ Clarifies the potential future in a way that increases the likelihood of realizing that. ▪ Evidences the value of work, support from others, etc. ▪ Increases potential to reach personal goals, e.g. executive	From the conversation: High performing team defined by savings in cost specific terms