



### **Managers > Delivery Options > 1:1 Coaching / Mentoring**

In our view the above elements can only be truly practised in a face to face environment. Therefore we do not offer 'e-learning'. We work only on a 1:1 coaching basis or with very small groups (maximum 8 people) which ensures maximum 'stickiness'.

One of our favourite and most effective ways of developing an individual manager is by way of a 1:1 coaching programme.

This is invariably a 'strengths led' process – identifying with the individual the areas of existing competence and building on those with practical work based projects to move the skill levels forward.

In essence this is a four stage process:

1. Assessing (the need, the goals – of the individual)
2. Contracting (agreeing a programme to meet the need, in line with organisational goals)
3. Fulfilling (engaging in the programme of sessions, discussing choices, consequences, solutions)
4. Evaluating (formally and informally)

>> [Managers > Delivery Options > Group Work](#)