

Coaching profile for Peter Hay

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Peter Hay Consultancy Ltd
coaching thoughtful leaders

Perspectives

My purpose is 'coaching thoughtful leaders' so that you reach your goals and full potential.

I believe passionately in people's capability to amaze. My life experience and over twenty years of leading social services has shown me that how you lead is something special and valuable. Coaching is an investment in developing your leadership offer.

Coaching

If like me, you see leadership as distributed you might be excited by what could happen if we all did just a little bit more 'leadership'. Being coached helped me see these possibilities and I have developed my coaching practice to take the baton on. Not surprisingly, I think about people and systems, so I focus on you and how you influence around you. The focus will be on you, we can't work with people who are not in the coaching relationship.

Purpose

As leadership comes from many people, I work with senior leaders and new emerging leaders, both through direct commissions and with Firstline (a leadership development programme run by Frontline).

You are the expert in your world and in you - my task is to help you connect with that expertise through reflecting upon your world and hopefully considering it from new perspectives.

I find that by being coached you can quickly address immediate issues and then start to build upon new ways of thinking that transform your own practice of leading. Success looks like you becoming your own coach - for some leaders this happens across a short period of working together. Others like a 'call off' model of occasional coaching sessions (a sort of reflective MOT!) but either way we won't create dependency!

Your growth as a leader matters, so:

- I use a coaching process of clean questioning to understand your world - the technique is about giving you the lead to explore and define your issues. Unlike much of your world, I don't turn up with an agenda and will guide you in developing your own reflective style and your reflexivity.
- where needed I will help you to look at your world from fresh perspectives. I will invite you to see yourself in the systems you operate within and occasionally to consider it from other angles. I use some NLP techniques if you find these helpful
- whilst my main style in coaching is non directive, I will create safe ways of stretching your development. You will want the best so I will make sure your development is as thorough and thoughtful as we can make it.
- If you are making changes, I will check in each session that you have developed a clear plan for how you will make things happen
- giving and receiving feedback is vital to our development. If you want, we can use 360 appraisals or rapid self-appraisal systems.

So, those are the techniques and approaches I use and have spent time developing! Evidence shows that what works in coaching is the relationship we develop, and what I want most of all is to build a relationship that:

- is based on trust. You will find I do what I say I will do. Coaching is your safe space to think out loud and it stays confidential.
- really listens to you. I hope we can develop a really powerful picture of you, your world and perspectives. Like the pictures in Harry Potter, it's a moving and changing picture which develops each time we meet.
- works for you! Coaching is about the development you put in and take from it. I will seek feedback as we go through coaching together
- is a level relationship. People who I coach often come to me through my past experience. However, my experience is just that - its past! It might help me know a bit of your world and certainly the jargon, but it's not the best guide to the future. If it helps you, we can choose to use some past experience, but I won't be applying ready-made answers to your world (you can do better than that!)
- I value the richness that comes from diversity in leadership: I am absolutely determined that the next generation of leaders won't look like me. I have developed research on the blocks and barriers experienced particularly by women.

My practice

My values and practice as a coach matters. To be the best coach that I can be:

- I have accredited training qualification as a coach
- I have membership of the EMCC
- I am signed up to the Ethical Code – and welcome you holding me to this <https://www.associationforcoaching.com/page/AboutCodeEthics>
- I invest in my own professional supervision and development as a coach

