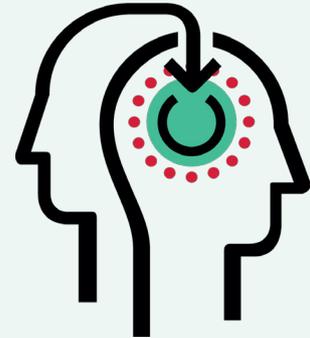


# Catapult Coaching

## Coaching for Leaders at All Levels

While Catapult coaching is tailored to meet your specific needs, below is a description of typical coaching scenarios based on different levels of leadership within an organisation.

- ▶ **Senior Leaders and Executive Directors.** Senior leaders and executives are often looking for an opportunity to “think out loud” with an independent person and to test their thinking in relation to complex problems or situations. Catapult coaches provide this independence, and through both challenge and support, help the leader refine, reject or validate their thinking.
- ▶ **Middle Managers.** These leaders are often under pressure – leading the delivery of business as usual, as well as implementing change. Typical coaching at this level includes working with leaders to create clarity as to what is important and where to focus effort in the short, medium and long term. Coaches also support leaders looking to improve the performance of their teams, in leading change, and working effectively across the organisation.
- ▶ **Team Leaders and Programme Managers.** Typical engagements at this level include helping leaders understand and adapt their personal leadership style to get the best from themselves and others. Coaches often support managers in setting performance goals for themselves and their teams, and providing coaching around dealing with difficult team members or situations.
- ▶ **First-Time Leaders.** Leadership can be a steep learning curve. Setbacks and disappointments can impact the new leader’s willingness and confidence to continue. Coaching at this level is often focused on building resilience and leadership confidence. Catapult coaches work with new leaders to help them become self-reflective, identifying what is working well and areas for improvement. A coach provides a safe base for new leaders to reflect and “unload” in a way they may not feel able to do with their manager.



Catapult coaching will lift your leadership performance, build your resilience, and provide you with increased leadership courage and confidence.

We will help you understand the source of your performance as a leader and support you to set and achieve bold goals. Catapult coaching will equip you with practical leadership tools and frameworks.

We’re confident that Catapult Coaching will help you make a bigger difference in your organisation and result in greater personal reward and satisfaction.

*Catapult*

Leadership Performance

[www.catapult.co.nz](http://www.catapult.co.nz)

## Popular Coaching Options

- ▶ **Leadership Coaching:** personalised leadership development sessions focused on your overall leadership development and achievement of specific leadership goals. Sessions are held face-to-face (Wellington) or by telephone or Skype. Sessions can be 60, 90 or 120 minutes and held weekly, fortnightly or monthly.
- ▶ **Leadership Assessment Coaching:** a review of your leadership capability using Catapult's 360 degree feedback tool gives you a rating of your leadership performance from the full circle of your manager, peers and direct reports. A two-hour debrief coaching session of your 360 degree feedback enables you to accurately evaluate your strengths, areas for improvement and overall job performance. A two-hour follow up reflection and action planning session provides the foundation for creating and executing your leadership development plan.
- ▶ **Leadership Challenge Coaching:** individual tailored personal development sessions for you to address specific leadership challenges. In these sessions you'll get expert coaching and advice together with resources to add to your leadership toolkit. Topics may include: holding crucial conversations, dealing with conflict in your team, personal productivity and time management, motivating your team, leading change, influencing others and being a coaching leader.
- ▶ **Team Coaching:** coaching for you and your team through a workshop specifically tailored to suit the team's development needs. Ranging from one to three days, team coaching workshops are interactive and high energy. They are designed to maximise your time investment and the engagement of the whole team. Coaching focuses on creating team-specific bold goals, strategies and action plans. Team coaching workshops are followed up by further team coaching sessions (either by the team leader or a Catapult Coach) to maintain commitment and progress to reach the team's bold goals

## CATAPULT COACHES



### Elva Phillips, Leadership Coach

Elva has been a leadership coach for over 14 years after switching careers as a NZ Registered Nurse and Clinical Nurse Manager.

“ I can honestly say our coaching sessions over the past 8 weeks or so have been some of the most valuable hours spent in my time in NZ. You have made a profound impact on me professionally and personally and the outcome has been one of the most constructive of my career. You are tremendously talented and inspiring. ”

(COMMERCIAL AND OPERATIONS MANAGER)

“ Coaching with Elva Phillips has been hugely beneficial. It helped me apply many tools and models I learned on the Leadership Programme. With coaching I was able to bounce ideas around, was challenged on issues and assumptions, as well as getting the support I needed. Coaching for me has been one of the most useful forms of support in my leadership development. ”

(TEAM LEADER)



### Liz Riversdale, Leadership Coach

Liz has over 20 years' experience working in the related fields of coaching, training, adult education and counselling. She has over 3000 hours of individual coaching experience and qualified as a coach with ARK Learning Solution. She holds a Masters of Education endorsed in Counselling.

“ I have worked with Liz as a leadership coach twice. Firstly to help me find a clearer focus and direction in my career and most recently to support me to perform well in my new role including keeping a strong work life balance. Liz has helped me reflect on how I am performing and challenged my thinking on how I can improve. I have found coaching to be a hugely valuable development tool for me personally and it has increased my productivity for the organisation I work for. ”

(SENIOR MANAGER, ACC)

“ I have been working with Liz monthly for about two years. During this time she has supported, assisted and encouraged me to develop personally and professionally. I have had previous experience with professional coaching, but I have found Liz has made a big difference in helping me move to a deeper level of reflective practice. She has a unique style and blend of skills and an ability to know what I need at different times being empathetic, nurturing, empowering, encouraging, probing, insightful, motivational, inspirational, as well as having a genuine interest in my world and issues. ”

(CHRIS MURPHY, SENIOR LEADER)

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## Choosing the Right Coaching Solution for You

Every coaching programme is as unique as you. Catapult will tailor a coaching solution that's right for your level of leadership and for the outcomes you want.

First, we will help you clarify your expectations of coaching and the outcomes you want from coaching. Next, we'll propose a personalised leadership development programme with one of our expert coaches. You'll then meet the coach to ensure there's a good fit. With this established, you'll embark on a powerful coaching relationship.

If you'd like more information, or a no obligation discussion about how Catapult can help your leadership development, please contact us at:

[enquiries@catapult.co.nz](mailto:enquiries@catapult.co.nz)

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