FOR LINE MANAGERS AND HR

Taking the Helm: coaching for a newly appointed leader

Why coaching helps a leader in the first months of a bigger role, what Taking the Helm involves and what it costs.

Why now

Your colleague has recently stepped up into a bigger role. The first months in a new role are when habits form, relationships with senior colleagues are set and early decisions shape how a leader is seen. Coaching at this point helps them settle into the role faster, prioritise well and lead with confidence, without burning out.

What it is

Six one-to-one coaching sessions over about six months, held online. The first session is 90 minutes and the rest are 60 minutes. In-person sessions can be arranged, with travel time and costs charged separately.

1. **Get your bearings:** agree goals, understand the role, the stakeholders and what matters most.
2. **Set your course:** work on the most pressing challenges, in the order they matter to the role.
3. **Hold your course:** embed what's working, review progress and plan ahead.

After each session your colleague receives a short written summary of the actions agreed.

What the organisation can expect

Specific objectives are agreed at the start. Typical focus areas include:

- Owning the role and building presence with senior colleagues
- Communicating clearly and being heard
- Leading areas outside their own expertise, and delegating
- Prioritising and managing capacity
- Aligning the team

Keeping you involved

A three-way meeting with your colleague and their line manager or HR contact can be held at the start to agree objectives and at the end to review progress. Session content is confidential, in line with the ICF Code of Ethics. Progress and themes are shared through the three-way meetings or by your colleague directly.

Your coach

David Lowe holds a Doctorate in Coaching and Mentoring from Oxford Brookes University and is an ICF Professional Certified Coach. He has led a team of 30, co-founded an art start-up that won national press coverage and built a coaching and training business that has turned over more than £1.3m since 2014. He has spent many years helping organisations align teams, priorities and ways of working, and has worked with leaders in pharma, insurance, banking, utilities, government and charities, as well as travel, hospitality, TV and agencies. He also trains and accredits other coaches.

> *"Learns the organisation so that real-life examples can be applied with the right context."* Philip Collins

Investment

OPTION	WHAT IT INCLUDES	PRICE
Taking the Helm	6 sessions over about six months, used within 9 months	**£1,800 + VAT**
Focus	3 sessions on one pressing issue, used within 4 months	£950 + VAT
Departmental block	20 coaching hours shared across a team	£4,500 + VAT

Invoiced at the start, or in two instalments if preferred. Purchase orders welcome. Sessions can be rescheduled free of charge with at least 24 hours' notice.

Next step

Contact David at **david@davidlowe.coach** to arrange a short call or to request a proposal.