Pairs Coaching

Pairs Coaching is a new, dynamic and fast way of building a better working relationship between two people. One coach works with two individuals in the same session to boost communication, improve performance and create ownership of shared goals. Pairs Coaching is highly cost-effective: it is half the price of coaching two people separately, and potentially more than twice as efficient.

The specially trained Pairs Coach takes a neutral stance in order to create a relationship with their clients' relationship, ensuring that neither party feels sidelined or overlooked. Working with the PAIRS model, the coach ensures that both individuals are comfortable with the process; the clients can clarify individual and mutual goals and share responsibility for achieving these; they can re-evaluate new ideas and goals in the light of the sessions; they both know exactly what actions need to be taken and are equally committed to going forward with these next steps.

The coach will do this by tuning into the relationship, listening for what is not being said as well as what is, facilitating equal amounts of effective thinking time for both individuals and offering appropriate support and challenge. The Pairs Coach will also draw on a wide range of skills and tools to enhance communication and build increasing levels of confidence in the relationship.

Typical issues:

- Meeting the need to build a new business relationship extra fast
- Resolving personality differences or conflicting goals
- Promoting mutual understanding and a shared drive for success
- Boosting relationships which have become less effective as a result of changes in the business

Our Approach to Quality

Accreditation
All our coaches undergo a rigorous accreditation process by ourselves leading to 'Master Coach' Status, which includes the following:

Professional Development
Our unique professional development programme focuses on two aspects: coach specific training and business specific training. Our coaches have dedicated time throughout the year to engage together in development activities, including master-classes and dedicated time to share new techniques and innovative coaching approaches with other associates. This is in addition to the development that our coaches gain through individual learning and supervision.

Client Satisfaction
Our supervisors carry out regular client surveys to obtain feedback on the impact of our coaching programmes. This non-attributable data is used in supervision sessions to help our coaches develop their skills and is reviewed by our quality team to ensure that we address any emerging training or development needs.

Supervision
All our coaches operate with the benefit of regular independent supervision, which serves two purposes: quality assurance, to ensure clients are receiving the best possible coaching and skills development for the coach. Supervisors feed back to a dedicated quality management team any themes emerging from supervision that they believe we should address through our training policies and professional practices.

Our Coaching Process

Matching Meeting

Following an overview, we hold an introductory meeting with the individual to be coached in order to:

- Explain the process and possibilities
- Establish the individual's initial objectives
- Allow the client to experience the coach's style and approach first hand
- Act a chemistry check

Session One

In our first coaching session we aim to:

- Gain an understanding of the client's goals and motivations
- Refine the objectives for the programme and draw up a coaching contract
- Agree any additional information that would assist in meeting the objectives. I.e. stakeholder interviews, multipoint feedback, leadership profile, psychometric tests etc.

Session Two

In our second session we aim to:

- Review feedback from others, psychometrics and profiles as identified in session one
- Build an action plan for meeting the objectives
- Identify short-term wins

Session Three Onwards

Session three onwards is aimed at putting the learning into practice, tracking success, reviewing the action plan, deciding what's worked and what hasn't and drawing conclusions for the future. We respond to individual's needs and learning styles. Interventions include some or all of the following:

- Raising self-awareness
- Planning for events
- Discussing & overcoming challenges
- Expanding understanding
- Brain-storming
- Committing to action

Final Session

The final session is focused on reviewing the client's progress and planning for future sustainability, we aim to:

- Review against initial objectives
- Give transactional feedback, as agreed up front
- Plan actions for sustainability
- Identifying ongoing support where appropriate

Head Office: Melrose Hall, Cypress Drive, St Mellons, Cardiff, CF3 0EG
t: 02920 799 133 | f: 02920 819 515 | e: enquiries@t2business.co.uk | w: www.t2business.co.uk
Registered No. 4214818