

Quaestus 'ONE-TO-ONE'

What do the users say?

"I was always being told I was creatively brilliant - but arrogant and impatient with members of the team. ONE-TO-ONE has helped me to keep the brilliance, but find another gear when I need to influence others in the business. Money well spent."

Executive in Entertainments

"My staff saw me as a good manager, but not a visionary leader. I still can't walk on water, but I've built routines and actions into the way I work to make me much more visible and accessible around the business. We're in a fast changing sector and now my team are looking to me much more to show them the way ahead. ONE-TO-ONE has helped enormously."

Senior Manager - Telecoms

For more about Quaestus ONE-TO-ONE, contact Steven Burch, Senior Partner, at consultants@quaestus.co.uk or call 01803 299740.

What is Quaestus ONE-TO-ONE?

'ONE-TO-ONE' provides executives with off-line help in making significant transitions in their thinking frameworks and their interactions with others. We provide the space and guidance for executives to reframe their approach to their current job and to explore the prospects for their future development. ONE-TO-ONE is always private and depends on the trust and credibility our small team of coaches can bring to the relationship.

ONE-TO-ONE is concerned much more with creating options and future possibilities for clients rather than an exploration of the client's history.

Why do businesses use Quaestus ONE-TO-ONE?

Many executives are finding that the conventional wisdom about organisation, structure and leadership is failing them in their current jobs and their careers. They are being asked to change their views, approach and behaviour in ways for which they are unprepared. In these changing times there are two main reasons why organisations call on us for help:

- Where conventional training and development activities aren't helping, or are not valued by the client
- Where executives are attempting to address their leadership style, especially when they want to react positively and favourably to feedback from others.

How does it work?

ONE-TO-ONE is a process that takes place through regular contact between client and coach, initially over a three month period. Stages in the process include:

- Building credibility with the client
- Agreeing a goal for the ONE-TO-ONE process
- Establishing the gap between current and desired performance
- Creating options for the client
- Supporting the client during implementation.