



# SPOYSER COACHING

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Leadership Programmes



## Our Programme

Our unique leadership programme has been developed from years of experience in therapy and mental health, combined with managing people and teams. It uses a coaching approach, alongside a psychological perspective.

Our programme helps leaders become inspiring and compassionate managers who look after themselves while being able to cope with the psychological demands of managing a team in a digital world.

## How will I know if it is right for me?

Are people getting on board with your ideas? Are you spending too much time on your emails? Do you find it hard to focus on your work? Do you find yourself jumping from task to task? Are you holding yourself back because you don't believe in yourself?

Do you want to give presentations that are inspiring? Would you like to be more confident delivering difficult news or important presentations?

Do you want to take control back of your time? Do you want to get on with more people? Would you like to have better and more productive meetings? Would you like to change your mindset?

If you answer yes to any of these questions this programme may be right for you.

We want to ensure that our leadership programmes have the best possible outcomes for you. In order to achieve this, we will have an initial meeting to identify your key areas of development.



## What will I get out of the programme?

We use learning from neuroscience and behavioural profiling such as 'Everything DiSC' to get the best results for you and your teams.

Our programme helps leaders to:

- Improve their self-awareness and emotional intelligence, enabling them to work with others more effectively at all levels
- Identify and build on their key strengths and assets
- Embed wellbeing in their leadership style
- Change their mindset and approach to motivate staff by understanding their psychological needs
- Improve their attention and productivity
- Deliver powerful presentations
- Improve their communication style including how to influence and negotiate at a senior level

## What is the commitment?

Each programme consists of 8 focused 1-2-1 sessions that last up to an hour. These can take place face to face, or by online video call.

As we use a coaching approach we are there to guide you and support you to become reliant on yourself. In order to achieve this, and get the most out of the programme, there will be an expectation that you attempt to implement the learning to their your role at work.



# What does the programme cover?

## Step 1: Getting to Know You

We start with a deep dive into your identify the type of leader that you are. You'll complete your Everything DiSC profile so we can plan the focus on the programme.

## Step 2: Understanding Yourself in a Different Way

We'll review your Everything DiSC profile together. We will reflect on your key strengths and identify your key areas of development. This process can be transformational on its own, as you will learn how you come across to other people in your team.

## Step 3: Reducing Bias

This session will look at what psychological needs drive the way that you, and your team act the way they do. This will help you to understand what makes people 'tick' so you can motivate them in a completely different way.

## Step 4: Powerful Conversations

In this step, we'll look at your communication style and how this fits in with your team. We'll look at ways to adjust your behaviours with different team members so you come across in the way you intended and stop conflict before it starts. We'll also look at how to influence key people in the organisation to have more powerful conversations.

## Step 5: Changing Your Mindset

This session will look at we'll look at your mindset. The aim will be to reduce the voice in your head that may be holding you back from being the best leader you can be. We can often be our own worst enemies and maintain unhelpful ways of thinking, such as perfectionism.

## Step 6: Integrate Compassion and Wellbeing into your Leadership Style

In this step, we'll look at the new approach of using compassion as a way to look after and motivate your team. We'll look at this in combination with your Everything DiSC profile to look at keys ways to embed these ideas in your leadership style.

## Step 7: Improve your Attention and Focus

We'll look at your current approach to screens, emails and focus at work. I'll educate you on key strategies on how to improve your attention and focus from a psychological perspective, and we'll look at ways to bring this into your day to day work life.

## Step 8: Put it All into Action

It's key that the Programme helps you meet your goals as a leader. We'll spend a whole session together looking at how to put this all into practice and ensure that you continue embedding the key skills we have worked on.



# INTERESTED???

## HOW MUCH DOES THIS LEADERSHIP PROGRAMME COST?

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Our standard programme costs £1495 per person.

This includes:

- A discovery session to learn about your current leadership style
- 8 focused 1-2-1 sessions
- 1 top-up session 2 months later to ensure you have embedded the learning from the Programme
- An Everything DiSC profile for you to keep!

Please get in touch to find out our price list for our bespoke packages.

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If you are ready to take the first steps in being the best leader you can be you can get in touch with us by:

 [www.spoysers.com](http://www.spoysers.com)

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