

## The Coach

A coach is someone who is there to help you build on your successes and design, plan, and instigate successful business/life strategies.

We work to four basic principles:

1. You are naturally creative and resourceful and at some level know your strengths and limitations and have the answers you seek.
2. Coaching addresses the whole person, covering all aspects of life.
3. You decide where to focus your coaching.
4. You and your coach work together

## What is involved?

Coaching involves an initial meeting where you and your coach get to know each other and develop an appropriate working alliance and contract.

The initial session begins the process of reflecting on your life, clarifying where you would like to go, the strengths you will use to get there and the obstacles that seem to be in the way.

Further, regular meetings will be agreed, usually monthly, including a telephone option.

## Who are we?

Rowan Consultancy is involved in the support, training and development of people and organisations. We are a team of professional counsellors, coaches, trainers, and facilitators with experience in a variety of fields including education, management and caring professions.

As well as coaching, Rowan provides:

- Individual and couples counselling and psychotherapy
- Employee counselling schemes
- Workplace Mediation
- Team Facilitation
- Supervision
- In-house training workshops

Rowan Consultancy follows the codes of ethics and practice of the Association of Coaching and the European Coaching Institute.

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# Coaching

for individuals,  
businesses, and  
organisations of all sizes.



**rowan**  
people potential growth

## What is Coaching?

Rowan provides four types of coaching:

**Business** and **Executive Coaching** help improve your performance at work.

**Executive Coaching** is about focussing on what is good and making it even better, and also supporting you to stay ahead of the game. We begin by focusing on the larger picture of the company. **Business Coaching** focuses on how to get the best out of yourself, your staff, your peers, and your superiors.

**Life Coaching** focuses in a more holistic way on any aspect of your life that you would like to improve.

**Speciality Coaching** is offered when the person wants assistance in areas such as stress, confidence, spirituality, etc.

## What are the benefits?

- A clearer focus on what you want from life - your vision, purpose and goals
- Greater understanding of how work can affect you and your impact on work
- Build confidence in tackling difficult issues
- A more satisfying work/life balance
- Fuller awareness of how you approach difficult situations
- New possibilities, greater flexibility, more choice of actions
- Learning and growth in self awareness
- Greater satisfaction and fulfilment
- Wellness and stress management techniques

## The coaching relationship is

- Confidential
- Non-judgemental
- Honest, open and reliable
- Spacious – open to change and possibilities, a place to breath, experiment and dream
- Detached – the coach has no attachment to a particular outcome, course of action or result, the focus is on the individual's growth.

## Who is Coaching for?

Coaching is for everyone, and also for any organisation.

Life coaching may be helpful when events such as the following happen:

- New job/career change
- Promotion
- Organisational or role change
- New baby
- Return to work after a break
- Redundancy
- Retirement

Business coaching can be helpful as part of a package to develop individuals and teams within your organisation.

## Certificate and Workshops

In addition to coaching, Rowan runs coaching skills training and other essential workshops. Rowan's **Certificate in Coaching Skills** is accredited by Napier University with 5 credits at SCQF Level 9.

Other workshop themes include:

- Influencing skills
- Effective meetings
- Managing change
- Situational leadership
- Work/life balance
- Performance management