



PROFESSIONAL & PERSONAL DEVELOPMENT SERIES

Career Confidence & Clarity Programmes for People Managers

Create Results 
COACHING & TRAINING FOR MANAGERS

Coaching ambitious managers to become confident, inspiring & effective leaders

Talented and committed people are an organisation's best assets. But the skillsets for managing and leading are different, and as your people move up through the ranks, their sense of certainty and self-belief can falter, being replaced by imposter syndrome, overwhelm, stress and burn out.

Through these programmes, managers and leaders develop the skills, self-awareness and lifelong toolkit to thrive; building solid foundations for **authentic confidence, motivation, wellbeing, mental fitness, personal effectiveness, creativity and emotional intelligence** as a leader in both their professional and personal lives.

Essential leadership traits for the twenty-first century

Leadership attributes are continually evolving. Emerging leaders need to be able to demonstrate:

- **Trustworthiness** to be reliable, consistent, honest and have integrity;
- **Courage** to make difficult decisions and be vulnerable;
- **Curiosity** to explore what there is still to learn and discover;
- **Clarity** to act with focused and purposeful intention;
- **Resilience** to show up optimistically, flexibly and effectively;
- **Confidence** to be impactful as their authentic self;
- **Empowerment** of others to motivate, inspire and grow their people;
- **Compassion** for self and others; and
- **Connection** to others in meaningful and valued ways.

Benefits of coaching in the workplace

Coaching in organization and leadership settings is also an invaluable tool for developing people across a wide range of needs. The benefits of coaching are many; 80% of people who receive coaching report increased self-confidence, and over 70% benefit from improved work performance, relationships, and more effective communication skills. 86% of companies report that they recouped their investment on coaching and more.

International Coach Federation, as cited by the Institute of Coaching



I really enjoyed working with Genna. I learned things about myself that I didn't know. It also helped me boost my confidence. I now have clear actions to get closer to my career dream.

Céline Van Schoote, YouTube Partner Operations Manager, Google



My coaching with Genna was more valuable than I can express. It's like I'm a different person, but in reality I'm just in a completely different place than I was then, and that's through the learning Genna allowed me to explore.

Adam Phillips, Assistant Producer, Premier League Productions

My Confident Leadership Framework™ for people managers



Authentic leadership confidence comes from:

Self-belief & self-trust

Identifying existing limiting and empowering beliefs, and being at choice as to which ones to embrace or replace. Also, regular celebration of success, failure and learning, to build trust in self.

Self-awareness

Discovery of your values, relationship with self, impact on others, strengths, weaknesses and opportunities to grow and thrive.

Valued relationships

Building emotional intelligence (EI) and effective communication skills to invest in authentic, strategic, nurturing and empowering relationships, with others and yourself.

Inspired purpose: intentional impact

Connection to your inner authority and your 'why'. This drives your motivation for what you do, and the consistent impact you want to have on your team, the organisation and the wider world.

Consistent skills practice, behaviour & action

Commitment to regular action building new habits, behaviours and implementation of practical leadership tools and skills, to move towards your programme goal and develop your competence.



It is really hard to put into words how useful coaching with Genna is when you are in a leadership role. But I notice it each time I have a difficult conversation, or I want to support a peer or mentor someone and I find I have techniques and skills to do this. I got to know bits of myself I didn't know existed, and through doing this I became wiser and more confident in myself.

Alex Dyer, Matron, Homerton Healthcare NHS Foundation Trust

The balance of coaching & training

The human brain maintains neuroplasticity throughout our lives. It continually learns new interpretations of the world that shape our beliefs, attitudes, actions and outcomes. Sometimes these serve us; sometimes not. Coaching gives us personalised resources and clarity to discern the difference.

It is distinct from training because it is more than just learning new skills: coaching addresses the balance of what we are doing AND who we are being and becoming, to improve self-awareness, performance, emotional intelligence and fulfilment.

My integrated coaching and training programmes work powerfully to support my clients' vision of success. This is personal development for professional success that grows people to move into intentional, confident action, past the challenges that currently hold them back.

Option 1 | 1:1 Coaching for Managers

A highly personalised experience that is informative, builds self-awareness, resilience and supports aligned action for personal and professional development.

10 x 1h sessions | Workbook & resources | 6 mths | Zoom | £1,997pp

These sessions can be either completely non-directional (to allow busy and overwhelmed managers the time to explore, build awareness and gain clarity on what is important or challenging for them in the moment); or designed to combine a coach-training blend and take-away leadership toolkit. Topics *may** include:

- Exploring your leadership purpose, impact and both short and long term goals
- Building awareness of and overcoming your self-limiting beliefs and challenges
- Identifying your unique values for leadership of self and others
- Exploring your weaknesses and stress triggers; celebrating your strengths
- Discovering your authentic leadership presence
- Developing emotional intelligence and effective communication for leadership
- Feedback to grow confidence and motivate your team
- Completion, evaluation and way forward plan for consistency and impact

* Example programme only. Details correct on 1st March, 2024. Bespoke programmes available by agreement. Costs may vary.

Option 2 | People leadership intensive workshop series

Real, intentional, transformative change takes time. The sessions in this programme are designed around experiential learning and peer support, to instil a new level of confidence for leadership into the bones of each participant.

8 x 2.5h sessions | 6 mths | 6-15 participants | £1,499 to £2,997pp**

This leadership development programme for people managers uses my unique ABC4 Confidence™ methodology across six key areas:

- 1. Awareness:** Discover what makes an effective and inspiring people leader; your values, the impact you want to have, your blind spots, and your personal SWOT.
- 2. Beliefs:** The way you see the world and your place in it has a huge bearing on your confidence and attitudes for leadership, how you behave and the outcomes you create. Connect to your leadership style and unpick what serves you, what limits you and how to be confidently at choice about what to focus on in future.
- 3. Clarity:** The nuts and bolts of successful leadership in action, **comprising about 50% of the total programme**. This is your toolkit to build competence for the practical, everyday people leadership needs, including impactful communication, building relationships, evaluation skills, feedback and team motivation.
- 4. Choice:** The impact of being at conscious choice around what you say and do and how to achieve that in leadership, even when your stress levels are high.
- 5. Celebration and reflection:** an often forgotten part of leadership development, but essential to building confidence, and learning and growing faster.
- 6. Consistency:** Bringing your learning and growth together to reflect and intentionally commit to your new leadership habits and way forward.

Option 3 | Group coaching programme for new & rising people managers

Providing a safe learning environment for participants to practice coach-style communication skills for people leadership, receive coaching, and build their network and peer relationships for ongoing support and collaboration.

Pre-requisite for non-workshop attendees: Coach-style communication basic training

6 sessions | 1.5h | 6 months | 3-6 participants | Total cost £2,997**

Topic-based coaching sessions with 1-2 hotseat opportunities per participant, giving time to practice the communication and feedback skills for leadership.

Designing bespoke programme combinations

The programme options in this series complement each other and can be tailored as integrated learning modules, allowing you to choose the best fit for your needs.

**** Details correct on 1st March, 2024. In-person and bespoke programmes available by agreement.**



Valued employees are usually promoted based on their current skillset, behaviours and contribution. A successful transition to leadership can be facilitated by supporting them to develop the emotional intelligence, confidence, beliefs and effective toolkit, not for where they are now, but for where they are headed.

Genna Clark, PCC, CPCC
Founder and Principal Coach




Create Results


COACHING & TRAINING FOR MANAGERS

With a professional background of over 20 years in coaching, personal development, leadership development and community building, Genna partners with your valued people to help them discover their own authentic confidence and thrive in their life, career and relationships.

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