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# SMART COACHING FOR SMART MANAGERS

*'making a difference'*



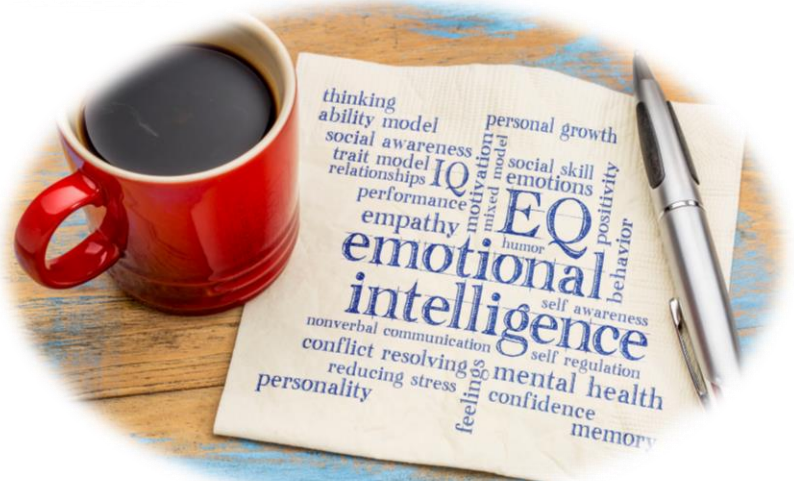
**VaLUENTiS  
Business School**

*'THE NEW ART OF PEOPLE SCIENCE®'*



## Coaching

Methods of helping others to improve performance, develop new skills, achieve goals, and reach their full potential. It targets high performance and is a form of training or teaching, teaching people how to be able to achieve their full potential. It is used to manage life change and



# VaLUENTiS: Unique in its offering

**As a company, VaLUENTiS and its Business School has been delivering consulting and coaching for over 15 years** to a variety of organisations across many sectors.

We've seen such growth in the use of coaching to the extent that it now deserves its own brochure.

We've been lucky to have worked with some of the highest profile companies in the world and our pioneering work in engagement is as relevant today as it's always been.

More recent focus has been on manager/team engagement and all that it entails. As a conduit for performance or issue resolution whether organisational or personal, coaching in its various guises has become a 'go-to' process.

We now have a burgeoning toolkit and a portfolio of methodologies to assist in a variety of assignments whether specific one-off requests or more programmed regular interventions backed up with psychometric profiling.

From a client perspective, you can expect the highest professional service, from 'the brief' through to any ensuing custom-designed assistance.

We look to make a difference, sometimes life-changing, other times just a good solid sounding-board for helping with issues whether it is performance, skills, team, customer, organisational, entrepreneurial, manager or executive related.

We are dedicated to using an evidence/analytic based approach that provides a fully rounded perspective and insight.

We've more recently added two further approaches to assist in the coaching environment, where appropriate: (i) deep case-study based assisted learning on a one-to-one basis, and (ii) game-based interaction that is not PC based.

We believe these are fairly unique in the market place and enrich the coaching experience delivered by our consultants.



*“Innovation is seeing what everybody has seen but thinking what nobody has thought.”*



*‘Smart Coaching for Smart Managers’*

## Ludorati coaching overview



There are varied interpretations and perspectives on coaching in terms of what it is and how it is used. Here we provide an overview of the main forms of coaching need and delivery.

**1 Executive coaching:** an effective way to strengthen the performance of the senior management/leadership team, in various guises whether interpersonal, behavioural, transitional or transformational, problem-solving and/or decision-making. Members of top teams can often feel isolated or suffer from cultural 'inhibitors' or bias.

Executive/leadership can focus on individuals and/or the team and typically kicks off with clear brief of expectation and outcome with a parallel SWOT process to ensure a reality check derived from various sources identified and alignment with key stakeholders.

During any engagement, the coach(es) will utilise various approaches and methods from the VaLUENTiS toolkit to help construct and work through development plans, whether addressing specific business and/or interpersonal challenges.



# Ludorati coaching overview

② **Management coaching:** similar to executive coaching only focused on manager layers below the top team. For larger organisations the 'unit of focus' maybe divisional or Directorate rather than organisational or even the subordinate team itself. Here, coaching may take more narrow 'boxing', such as onboarding, new role acclimatisation, skill development, competency and/or stress/wellbeing issues – though all related to performance enhancement in one form or another.

③ **Team Coaching:** Team coaching is effective at all levels – from the C-suite to front-line teams. Quite often it accompanies any individual coaching given the interconnected nature of issues. It's not unusual to find even high-performing individuals struggle to work together effectively or suffer from elements of dysfunction that inhibit collective performance.

Team coaching includes a variety of methodologies and techniques from VaLUENTiS 4A toolkit targeted to generate positive interactions whilst exploring challenges of thinking or behaviour even though these may not always be comfortable.

Psychometrics tend to be used here as supporting infrastructure. Interventions can take the form of structured, semi-structured or more open facilitative approaches – most often a combination.

④ **Entrepreneurial Coaching:** This is a specialised form of executive and management coaching aimed more at start-ups or growth stage development of organisations. These can also be in the guise of corporate creativity programmes for more established organisations, public or private.

⑤ **Cultivating a Coaching Culture:** More common is the requirement for organisations that look to embed a 'coaching culture'. These organisations typically have ready experience with one or more of the types of coaching previously outlined. They've seen the impact of coaching and want to broaden its availability.

This coaching programme expansion can have many different facets and to be effective requires appropriate design, often modular in approach, and planning with lots of support mechanisms – what is often referred to as an integrated framework which also offers internal coaching accreditation.



*'Smart Coaching for Smart Managers'*



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## Corporate Coaching: The VaLUENTiS-LUDORATI Game-Based Approach

Over the years, VaLUENTiS has been recognised for its innovation in helping organisations. And so to the latest in partnering with 'Ludorati' in the application of Ludentology™.

### **INDIVIDUAL/TEAM RESILIENCE**

As specialists, we understand that performance and/or wellbeing, collaboration, healthy competition, and in many instances, handling change are important, both for individuals and teams in their work environment. As is de-stressing.

So VaLUENTiS has teamed up with the UK's premier board-game/escape room entertainment providers - Ludorati to offer coaching interventions through the use of selected games and escape-room type scenarios. These can provide a mix of both cooperative and competitive challenges for individuals and teams to engage in exercises that have a variety of uses.

### **LATEST DESIGNS**

The latest designs in board games and escape-room type scenarios offers significant choice related to need. The partnership has access to over 1,500 games and 50+ escape-room type challenges to select a dedicated mix for any request, based on its LCGS2020 'Games Wizard'.

As well as the traditional relational building context of gameplay, whether as part of a fun reward day or a more structured wellbeing programme, other areas of learning focus include:

- Decision-making
- Problem solving
- Analysis & deductive reasoning
- Interpretation
- Negotiation and trading
- Situational appraisal
- Mental challenge
- Critical thinking and assessment
- Design and development process
- Business and economic insight/parallels
- Mindfulness
- Cognitive function





**Think  
different**

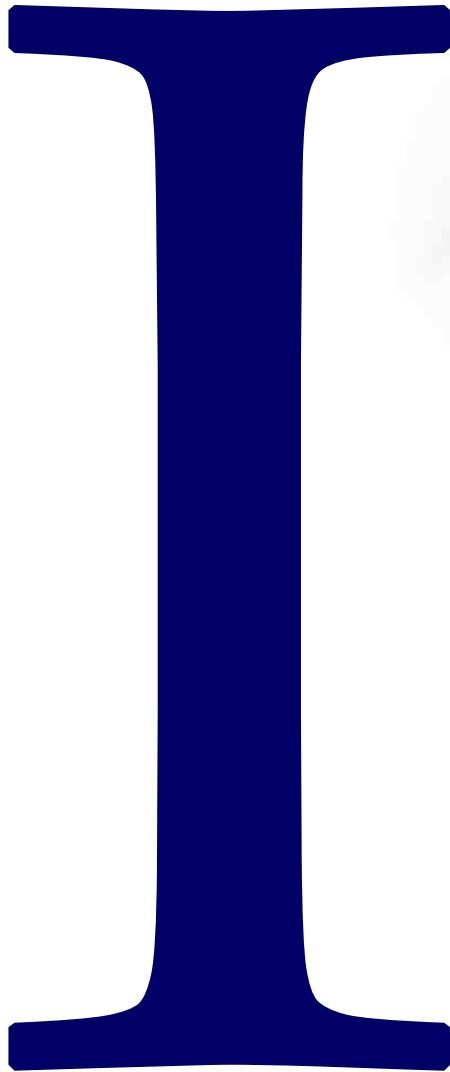
**BUSINESS  
CASES**



**VaLUENTiS**

Professional Services

**Smart. Smarter. Smartest...**



*PEOPLE SCIENCE<sup>®</sup>*

*Organisation Intelligence*

*to*

*improve organisation performance*

- Staff/Customer surveys
- Employee & Management Engagement
- Talent Management
- Customer/Client Engagement
- Human Capital & Customer Management Strategy
- Analytics/Scorecards/M Measurement
- Leadership & Management Development
- Corporate events incorporating Ludentology™
- VaLUENTiS Business School

**SOLUTIONS**

**VaLUENTiS & VaLUENTiS Business School**  
180/186 Kings Cross Road  
London  
WC1X 9DE

**Managing partner:**  
Nicholas J Higgins

**Tel: +44 (0) 781 140 4713**  
**e-mail: [nicholas.higgins@valuentis.com](mailto:nicholas.higgins@valuentis.com)**  
**[www.valuentis.com](http://www.valuentis.com) / [www.VALBS.com](http://www.VALBS.com)**  
**e-mail: [enquiries@VALBS.com](mailto:enquiries@VALBS.com)**

**VaLUENTiS Ltd Head Office**  
**6<sup>th</sup> Floor**  
**Toll House**  
**City Gate East**  
**Tollhouse Hill**  
**Nottingham**  
**NG1 5FS**

**Tel: + 44 (0) 115 671 7231**  
**[www.ludentology.com](http://www.ludentology.com)**