

# Development Coaching for Success

## How will this help?

It's development planning time... is your PDP typically a case of "which training course shall I go on this year?". The evidence is clear. Whilst a training course provides new skills, knowledge and insights, most personal development and behaviour change happens on the job or through learning from others. Moreover, if we are to maximise our potential at work it's critical that we fully understand our own work style; that we appreciate how others see us; and that we have an opportunity to explore these aspects in a constructive, developmental setting.

## How will it work?

This Development Coaching package will take you on that journey.... it includes

1. A detailed inventory of your work style preferences spread over 20 facets of your personality; the **Myers Briggs Type Indicator** provides invaluable insights into the uniqueness of our personal style at work, including your natural gifts and potential blind spots.
2. A 360 feedback report (generic or tailored), helping you to fully appreciate how your managers, peers, direct reports and stakeholders perceive you in a work setting; a **360 feedback report** helps you create that three dimensional picture and produces real clarity on which development steps to focus on most.
3. Four 90 minute, face to face coaching sessions, mixing self-discovery with supportive **coaching** and development planning

The coaching sessions would be structured as follows, over a period of about 8-10 weeks, each concluding with reflection topics for the session intervals:-

- Session 1 – Work style inventory feedback and self-discovery
- Session 2 – 360 feedback report and interpretation
- Session 3 – Review and clarification of key development steps
- Session 4 – Forward planning



And you can find out more about me via my Linked-In profile



Live as if  
you were to die  
tomorrow; learn  
as if you were to  
live forever.

Mahatma Gandhi.

If you would like to explore if Development Coaching is for you, or for a member of your team, then getting in touch couldn't be easier.

Email me at [liz@perladevelopment.co.uk](mailto:liz@perladevelopment.co.uk)  
or give me a call on 07825 229686

I look forward to hearing from you!

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