



## PHAROS LEADERSHIP

### PROGRAMME OVERVIEW

The programme is delivered over 10 one-to one sessions which remain totally confidential between the coach and the coachee.

Each session will last for about three hours and whilst there are clearly defined outcomes for these sessions they will reflect the issues of your industry and will take into account the coachee's specific requirements. The way that each session is handled will vary according to the input received from you and we may also change the order of the sessions if we identify a particularly pressing issue.

The sessions are held at the coachee's place of work. A private room (not the coachee's office) is required.

There is a gap of about 2 weeks between each session. In between the coachee will be expected to prepare for the next session and will also start to put into practise the learning of the preceding session.

### THE SESSIONS

#### Session 1

A general overview of the ground rules, confidentiality etc. A discussion of the coachee's expectations and outcomes which are then compiled into the SECURE format so that progress can be monitored.

We then move to discuss the DRIVING VALUES that the coachee employs in daily working life. We explore how these impact upon decision-making in the organisation.

#### Session 2

This starts, as with all sessions, with a review for progress to date. Values are revisited and we introduce the SINGLE/DOUBLE LEARNING LOOP, a vital tool to help people understand their tendency to repeat the past regardless of the outcome. This is followed by an introduction to COMFORT ZONES and further evidence of our tendency to use only those values that we are most familiar with. The session will close with an introduction to LIMITING BELIEFS

#### Session 3

Here we review the coachee's MIND FILTERS and work to establish the relationship between the values and the prime influences that affect decision-making. We highlight any variances between NATURAL and ADAPTED styles.

The coachee will also start considering who should be involved in 360 degree analysis.

#### **Session 4**

Begins with more work on SINGLE/DOUBLE LEARNING LOOPS. We then move on to TIME MANAGEMENT and GOAL SETTING and PRIORITISATION. Delegation and team building are discussed

#### **Session 5**

We now concentrate on learning to analyse what we do to contribute to SUCCESS and SETBACK. We demonstrate how the values we choose to utilise can and do affect the decisions we make and we work through a number of the coachee's recent experiences to help them understand this. This session also concentrates on involving others with decision-making

#### **Session 6**

At this session we concentrate on 360 DEGREE FEEDBACK. We compare the coachee's own feedback against those of superiors/peers/direct reports. We explore the values that the coachee may not be using and we plan the actions that will be taken as a result of the feedback.

#### **Session 7**

We are looking at RESPONSIBILITY. How the coachee accepts responsibility for actions taken and explore the tendency to allocate blame. We lead from this to COMMITMENT.

#### **Session 8**

As the program develops there is an increasing focus on discussion of topics covered in the earlier sessions and on feedback. In this session we study the results of the LEADERSHIP MAPPING diagnostic

#### **Session 9**

We deal with the coachee's self-esteem and with relationships

#### **Session 10**

This key session brings all the learning round in a full circle and clarifies how the lessons learned can continue to be applied in a self-sustaining manner to business and private life.