



## PHAROS FOR BUSINESS OWNERS

### PROGRAMME OVERVIEW

**Performance for Business Owners** is for those who are running their own businesses.

The pressures associated with building a successful business inevitably lead the owner/manager into spending most, if not all working hours at the coal face. Seldom is there time for the essential planning that goes hand in hand with profitable growth

Owners and Managers who have experienced Pharos Leadership Development Programmes are equipped with the tools and methodologies that help them evaluate situations and decisions by learning from experience and by understanding their own driving values and those of others involved. This greater awareness helps them to create a culture where communication, focus and commitment lead to excellence.

Performance for Business Owners is delivered in 5 one to one sessions over a 3 to 4 month period. It is designed around established coaching practice with coach and coachee working together in total confidence. Working in this manner has been shown to create lasting & long-term improvement in Leadership capability rather than the short-lived changes that intensive courses typically manage.

The program is delivered over 5 sessions. It is one-to one and everything discussed in them 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 your specific requirements The way that each session is handled will vary according to the input received and we may also change the order of the sessions if we identify a particularly pressing issue.

The Programme includes the Pharos MIND FILTERS diagnostic

The sessions can be held at your office provided the location is totally private. Otherwise you will need to arrange an alternative venue nearby

There is a gap of 2 to 3 weeks between each session. In between you will be encouraged to prepare for the next session and to put into practise the learning of the preceding session.

## THE SESSIONS

### Session1

The first session starts with a general overview of the ground rules, confidentiality etc. This leads to a discussion of the your 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 you employ in daily working life. We explore how these impact upon decision-making in your organisation.

### Session 2

This starts, as with all sessions, with a review for progress to date. Values are re-visited 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 MIND FILTERS diagnostic 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.

### 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 then concentrate on how we contribute to SUCCESS and SETBACK. We demonstrate how the values we choose to utilise 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 encourages involving others with decision-making.

**This final session clarifies how the lessons learned can continue to be applied in a self-sustaining manner for business and private life**