

SME Business Coaching Programme: Small Business Leader with a Growing Team

A 10-Session programme

Session 1 (2 hours) – Business Overview – Where we are Now?

- History behind the business
- Where is the business now / what has been achieved so far?

Session 2 (2 hours) – Moving Forward

- Setting business goals – what do you want to achieve?
- Where do you want to be in 3-6 months / 1 year / 5 years?
- What obstacles are standing in the way - what is stopping the business from succeeding?

Sessions 3 – 7 (1 hour each) – YOU and the Business

Now we have looked at the business, this is a great opportunity for you to understand more about your fit within YOUR business and how you can be the best version of yourself to support the growth of YOUR business. These six sessions will take a closer look at you as the leader of the ship and help you set and achieve your own individual goals:

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| - Your passion and purpose | - Your leadership skills |
| - Your strengths and weaknesses | - Your emotional well-being |
| - Your ambitions and motivations | - Your work/life balance |

Session 8 (1 hour) – Bringing it Together

- What does the future of your business look like now?
- How are you going to sustain and maintain this growth?
- Key learnings from this process

DISC Profiling Session (3 hours including pre-session admin)

- Each team member will complete a DISC profile in advance of the team session
- We will then look at the dynamics of the team as a group:
 - o What makes each individual tick within the business environment?
 - o What are the personal growth areas to create a better working environment?

360 Degree Feedback (3 hours including report collation and feedback)

360 degree feedback is a highly effective tool for the development of a business and its leaders as it provides a safe and confidential way for the team to offer feedback. Feedback is an essential part of growth – lack of feedback equals lack of self-awareness which can be the root of many issues within a business.

The 360 process is conducted confidentially:

- Leader will choose up to 8 people to provide feedback
- Individuals will be sent a questionnaire and a deadline
- All feedback is collated into a full report but names are not included.
- Feedback is given to the business leader