



COACHING FOR GROUPS

Group Coaching

Action learning for groups of individuals experiencing similar transitions.

ONLINE ON ZOOM

A series of 4 sessions

5-6 participants per group



Natasha Chatur, career transitions coach.

"LOVED them! Love love loved them. Really liked the bonding aspects and shared insights to other people's thinking. Liked getting feedback from others on where I could make changes. Really great."

SESSION PARTICIPANT

What kinds of transitions?

- Stepping into people management for the first time
- Stepping into senior leadership for the first time
- A significant change in role or remit, including sideways moves and stretch
- Senior employees operating with a temporary leadership gap
- Returning to work after a prolonged period of absence
- Participants in an internal development programme

How each session works

The sessions bring together peers from across the workplace with a specific intention: to solve real challenges, in real time, that they hold in common. That might be a group of direct reports with a temporary leadership gap who need to keep operating cohesively. It might be a group of first-time managers navigating performance and development conversations, effective delegation and influencing upwards. It might be a group of delegates from an internal development programme who need the opportunity to integrate and apply what they are learning. The emphasis throughout is on a coaching approach that encourages reflection, perspective, support, experience and action.

Sessions are collaborative, inclusive, non-judgemental and confidential. The series is designed to generate a cycle of sharing, support, learning and acting between sessions, and it brings the added benefit of ongoing accountability.



■ IN THE SESSION

What participants get

- Solutions to try, for real problems in real time
- Peer support at times of challenge
- Exposure to collective experience, wisdom and feedback
- A shared space that rewards vulnerability, honesty and proactivity
- A confidential space to vocalise and experiment
- Built-in accountability

"For me it was really good to learn that my colleagues encountered so many similar issues as I do."

SESSION PARTICIPANT

"It was great to get the input from colleagues in a safe space. The question led approach was quite interesting and helped me find my own solutions."

SESSION PARTICIPANT

"Always great to put theory into practice and try to tackle problems and challenges jointly."

SESSION PARTICIPANT

Broader organisational benefits

From running these sessions for a range of organisations, at various moments of transition, I have seen how both participants and organisations benefit. The group sessions can:

- Increase networking, by bringing people together around a shared transition rather than a shared department
- Increase cross-functional awareness and understanding, improving relationships between departments
- Build coaching skills that participants apply back into the organisation
- Normalise the experience of navigating challenges, so people feel less alone with them. Even without a solution, participants consistently report feeling supported, lighter and more able to think rationally about what is in front of them.

■ INVESTMENT

£5,000 + VAT

Four online sessions, five to six participants per group

A group of five, across one series of four sessions, works out at £1,000 per person for eight hours of coaching, against roughly £3,200 per person for the one-to-one equivalent.

A one-off pilot session can be run for £1,500 + VAT. A pilot lets leadership experience the format, and can help build the case for investment. For more sustainable impact, the series is what I would recommend.



SETTING IT UP

Practicalities

How a series is set up and run, from the first conversation to the last session.

- 1 We start with a briefing session, to understand the identified group and the transition they are in, followed by communications to the group to secure their engagement and commitment for the sessions.
- 2 Sessions run on a recurring basis, ideally at a set day and time, with flexibility to accommodate individual needs.
- 3 Sessions are fully confidential and run on Zoom. Feedback to the organisation is limited to notification of completion and a record of attendance.
- 4 The series can be branded to align with internal strategy, values or vocabulary: Solution Labs, Collaboration Pods, or whatever fits.

About me

I am an experienced senior ex-marketer, with 15 years across video games, international money transfer and fintech. I understand the corporate environment, and more importantly I understand it from the front line view. I believe there is real value in being hands-on and personal with the support we offer employees at times of transition, both for their own development and for what they then deliver back into the businesses they work for.

I am accredited at PCC level by the International Coaching Federation, and qualified by the Animas Centre for Coaching in the UK.

LET'S TALK

Let's talk about what is happening

in your organisation and explore what could help.

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