



An Introduction to our approach for business leaders

Transform offer coaching and training support
To build awareness and develop stronger behaviours
For leaders, teams and individuals

Our Philosophy

We are a team of experienced transformational coaches and trainers.

We are also rounded people with our own set of back stories and experience.

The principles we embrace in our work are founded in who we are and what matters to us.

- Focus on each individual and their needs
- Authenticity
- Personal accountability
- Creativity
- Integrity & confidentiality



We specialise in delivering sustainable change.

Our motto **“Creating Happy People”** is our guiding principle.

We aim to care for the individual and their fulfilment and well-being in turn increasing their happiness and satisfaction at work and their productivity.

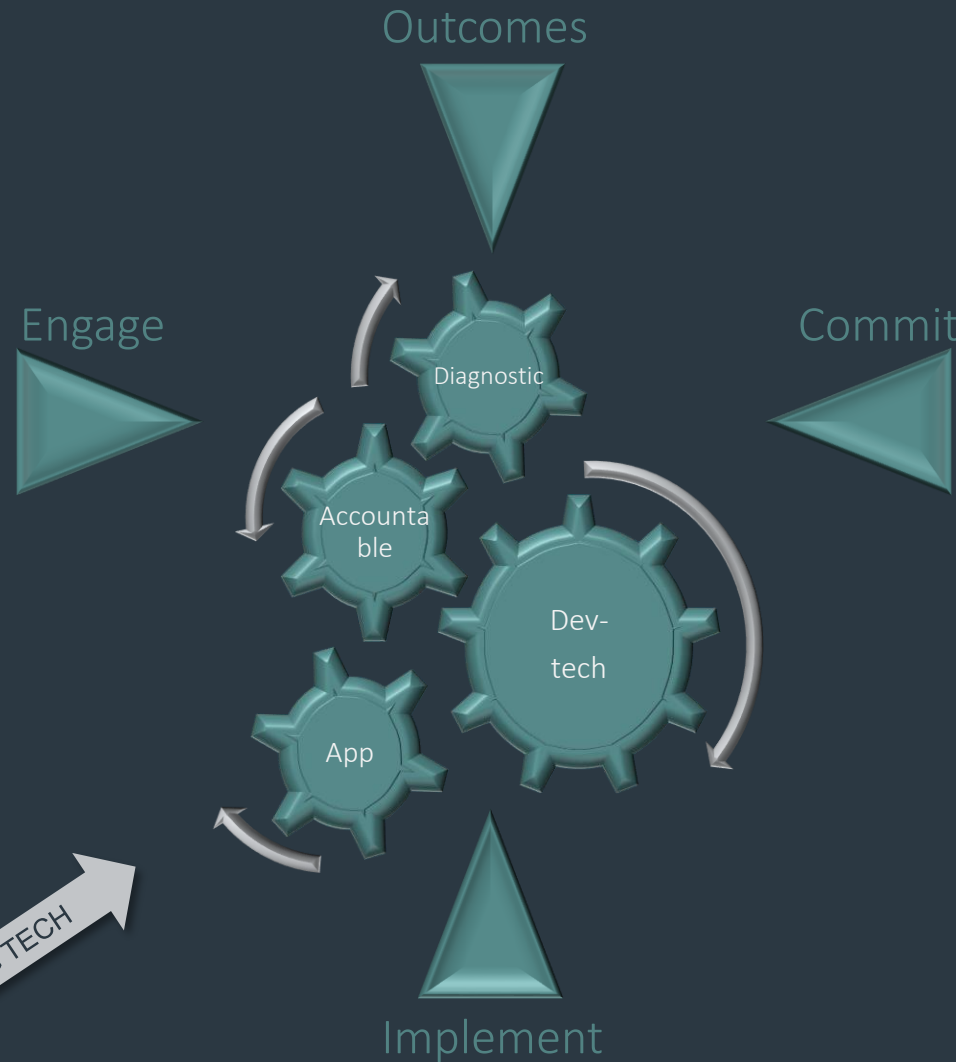
Our approach



As a business we are committed to:

“Creating Happy People”

We use our clear four part approach to ensure programmes deliver.



1. Build clear programme and individual goals
1. Seek commitment and recognition of the value of personal development
2. Provide structure and consistent communication for follow through
3. Every interaction is engaging, relevant, fun and of value.

Our four pieces of bespoke technology make this possible

The Transform Coaching and Training Team



MILES MATHER

- Miles has coached over 200 senior executives
- He has over 750 hours of coaching experience
- Prior to coaching Miles worked as a consultant for 18 years for 15 blue chips
- Advanced Certificate of Professional Coaching
- Executive Coach up to C-suite

Runs 100 mile ultra-marathons.
Dad to three



PETER GRINSTED

- Strategic Business Development Consultant and Board Advisor
- Peter is a leader, and strategist who thrives on empowering individuals
- Former senior Royal Air Force officer, leader, engineer, and programme director F-35 Aircraft DoD
- Accredited ILM L-7 Executive Leadership Coach

Trustee at Hounds for Heroes



DAVID HOGAN

- David has been delivering leadership training since 1988
- Visiting Fellow Cranfield University
- Former Industrial Associate, Institute for Manufacturing, University of Cambridge
- Senior roles in nuclear/aerospace and private sector.
- Former Royal Navy Lieutenant Commander

Former Chair Institute of Technology



NIGEL ARTHUR

- Multiple Managing Director and VP Sales roles for US based software co.'s
- 22 years in customer facing roles, managing internal & external stakeholders
- 12 years: In EMEA start-ups
- Nigel's style is inspirational, and empathetic, he has a true passion in leading and scaling teams

Keen on making clay pottery
Regular runner



STEVE THOMPSON

- 17 years coaching experience,
- Qualified coaching supervisor
- Previously 15 years at GSK
- Focus on leadership, and improving team performance
- Accredited to the European Coaching Institute.
- Particularly strong experience in Pharma, Energy and Technology sectors

Represented Scotland in badminton



JULIE FINN

- Large workshop group facilitator
- Former HRD Carillion 2007 – 2016
- Certified Advanced Clarity Coach
- Embodiment Coach
- Experience in Manufacturing, Marketing and Energy sectors
- Assessments: Psychometric Assessor OPQ- A/B, 16PF5, MBTI, Lumina Spark and Great People Inside

Chair Board of Trustees for CHIPS



NICK QUINTON

- Former Paratrooper and Specialist Paramedic
- Unique understanding of team dynamics
- Instructor in the Army, responsible for training
- Passion for wellness
- Performance Coach
- Podcast Host
- Delivered 100+ group coaching sessions during the pandemic to GP surgeries for the NHS

Guides charity trips up Kilimanjaro

Trusted by



Just Eat Takeaway - Training courses and one to one coaching. 2023 - Carrying out a development programme for a team of 18 . Team work, Communication and influencing.

Korn Ferry - Training courses and one to one coaching. Since April 21 Transform have been delivering both one to one coaching and structured courses to Korn Ferry. The 3 individuals are at SVP level

The Entertainer - In June 22 Transform began a programme of courses and one to one coaching for Area Managers. The subjects of focus include managing change, resilience and well-being, communication and influencing, and team work

NHS England - Time for care Initiative. Delivered group coaching and facilitation within the framework of continuous improvement and PDSA change cycle to improve patient access, boost staff engagement and build junior leaders. Worked with over 60 GP practices across the UK

Meath Epilepsy Charity- Client wanted to build a more collaborative and cohesive leadership team. We agreed for each member of the team to complete a Lumina Spark Personality. Delivered one-to-one coaching

THM Partners - We coached 2 partners, three managing directors, and 7 more from middle & entry level grades, 30 one-to-one sessions have been successfully delivered. Areas of focus include performance, aspirations, wellness

London Stock Exchange - We have been delivering 121 coaching for an SVP in this tech business amidst constant change, the engagement has been renewed twice

Paydens Pharmacy Chain - Assessments, courses, one to one coaching. Since 2021 Transform have been delivering a programme of Assessments, Courses (Motivation, Team-work, Communication & Influencing skills) and one to one coaching to the retail team

Our Coaching

Coaching can be delivered through any combination of tailored workshops, small group and individual support.

Often the overall aims fall into the categories of: Performance, Aspirations, Mindfulness and Wellness.

The outcomes include:

- Increased accountability
- Improved self-awareness
- Strengthened resilience & ability to manage stress
- Increased mental well-being
- Employee potential realised
- Improved employee engagement
- Reduced employee turnover and associated costs








Our Training

Typical Courses

-  Resilience
-  Coaching style leadership
-  Communication & feedback
-  Problem solving
-  Planning & organising
-  Productivity and accountability

Other custom courses delivered

-  Team work during change
-  Ecstatic employee engagement
-  Confidence in action
-  Positive mindset masterclass
-  Rapport & networking



We provide a range of coaching and training support including communication, management and leadership skills and personal development.

All our clients and the businesses we work with are unique and have bespoke needs, we always design a program to suit the actual individuals in your teams.

We can do this based on your understanding of the requirements or we also offer a range of behavioural and skills based assessments. See the later pages of this deck to gain a sense of our content

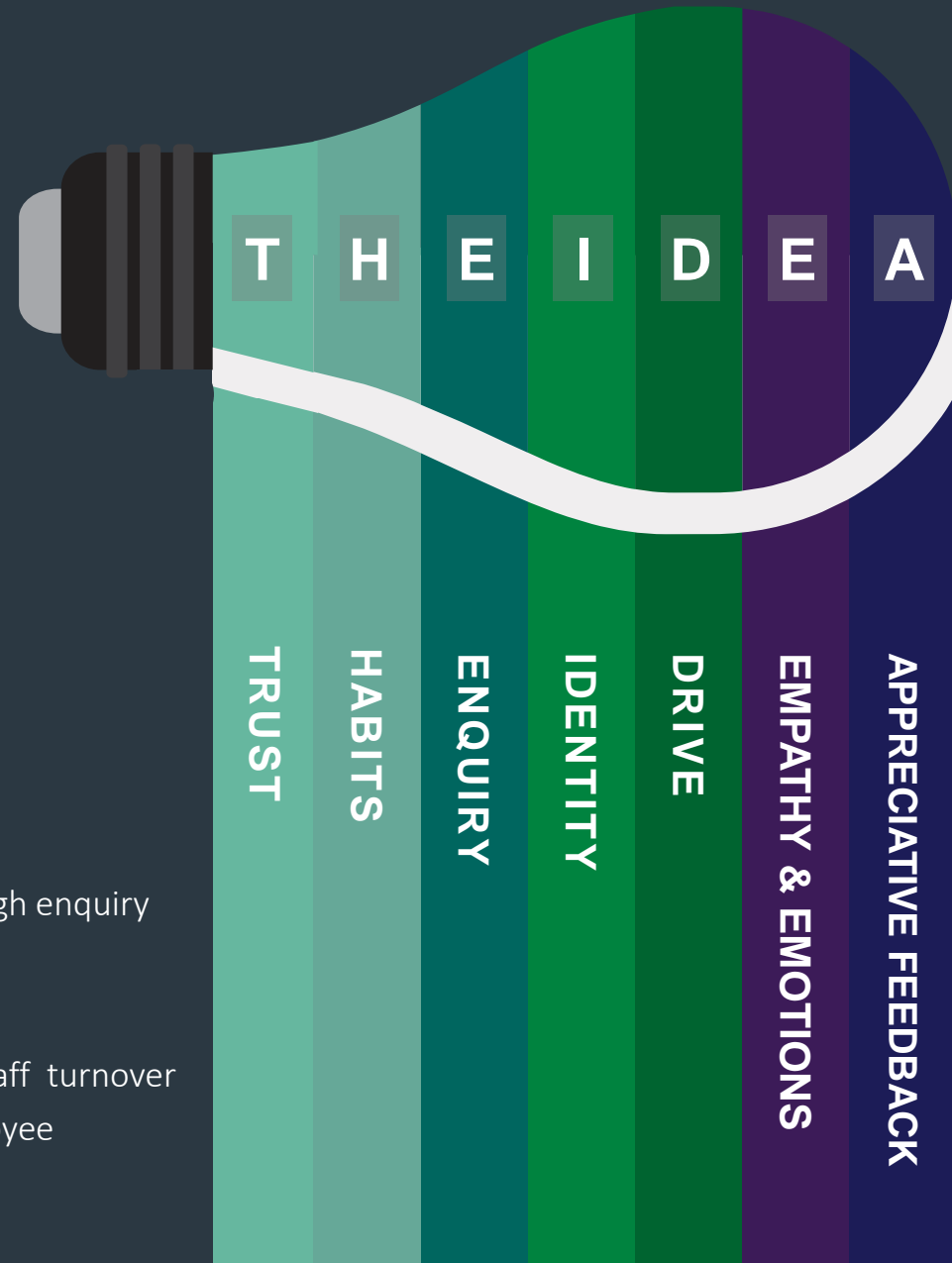
THE COACHING LEADER

What's a coaching style of leadership?

- It is based on a on more open trusting relationship
- Leader supports employee to reach their potential
- It focuses on the employees perspective first
- It uses emotionally intelligent behaviours
- Focus is to help employees find their own answers through enquiry

Why use this style?

- It leads to higher engagement, accountability & lower staff turnover
- It is focused on the long term development of the employee
- It engenders increased confidence and motivation
- It puts attention on the individual and is compassionate
- It is highly rewarding to enable people in your care to flourish



TEAMWORK DURING CHANGE

Trust

- Our intentions are good
- Set aside defensiveness
- Be confident in being vulnerable
- Let's learn more quickly

Constructive conflict

- Let's critique each other's ideas
- Diverse views are a strength
- Be unguarded
- Share what you REALLY think

Commitment

- Clarity of goals
- Everyone is heard
- Alignment not consensus
- Decisions we can stick to

Vision

- Purpose, Mission, Strategy
- Why the team exists
- What the team is trying to achieve
- How it will get there



Accountability

- Team standards and behaviour
- Take responsibility for calling each other out
- Difficult conversations are hard
- Breakthrough this discomfort

Attention to results

- Collective results first
- Personal ambition and status second
- Relevant results
- Public results

Working with systems

- Output
- Process
- Input
- Feedback

Values

- Core value definition
- Alignment with the business values
- Alignment with the team vision
- Alignment with the other individuals in the team

PROGRESSIVE COMMUNICATION

COURSES 3/7

GOLDEN RULES FOR EFFECTIVE COMMUNICATION

How to build the relationship before getting your point across.



How to avoid all many pitfalls when it comes to successful communication



BARRIERS TO COMMUNICATION

ENGAGING BODY LANGUAGE

How to be received by others with credibility, trust and charisma



The sheer power of Helping another feel heard out



LISTENING & BEING INTERESTED

INFLUENCING POWERFULLY

Different influencing styles



The secrets to building fast trust and rapport



RAPPORT AND RELATIONSHIPS

VERBAL COMMUNICATION

How to be a powerful speaker in meetings and presentations



The power of open questions and errors to avoid



QUESTIONING

THE COMPLETE LEADER

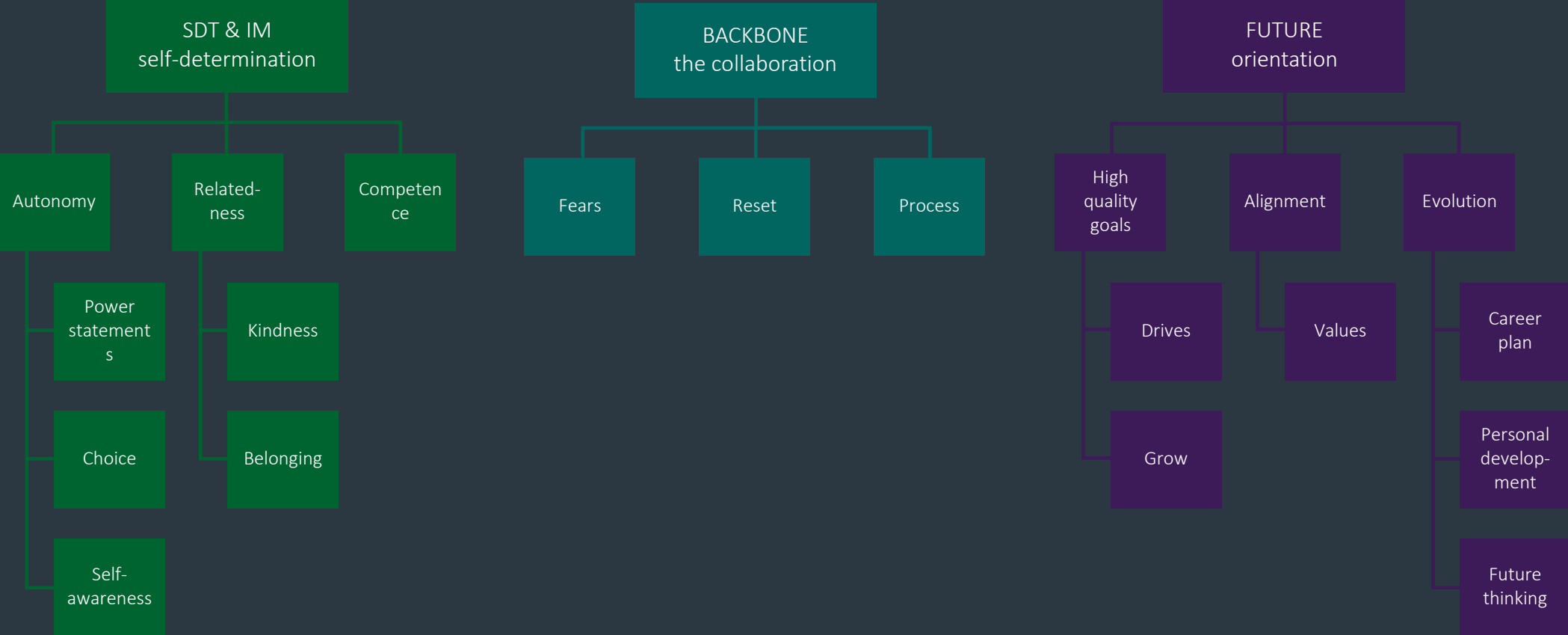


The Complete Leader Coaching Course provides a thorough programme for leaders taking the next step :

- ▶ 6 modules,
- ▶ 32 topics
- ▶ 22 hours of group coaching
- ▶ 4 hours of one-to-one coaching

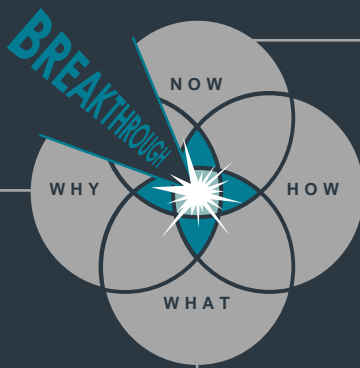
OUR PILLARS OF FOCUS

ECSTATIC ENGAGEMENT SYSTEM





CAREER BREAKTHROUGH

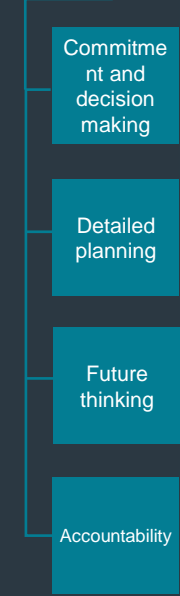
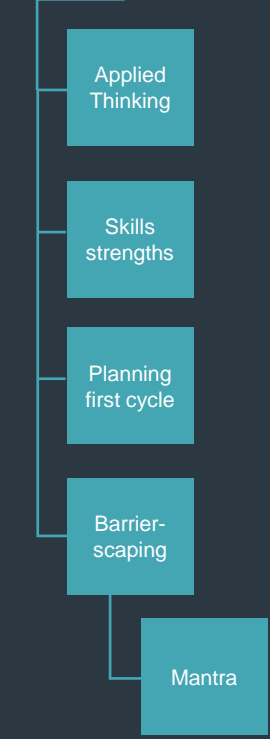
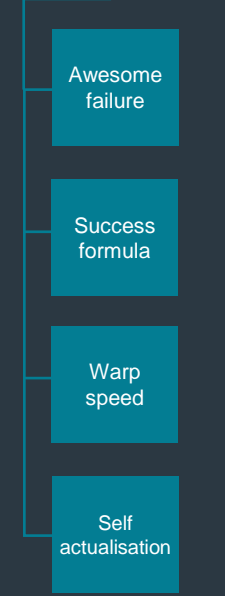
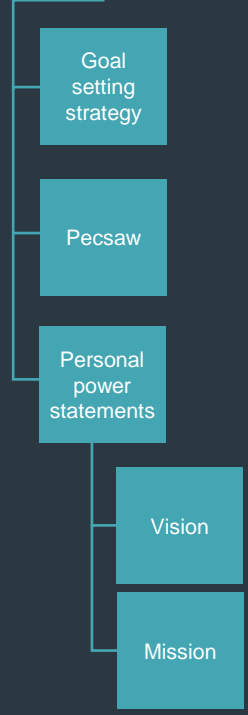
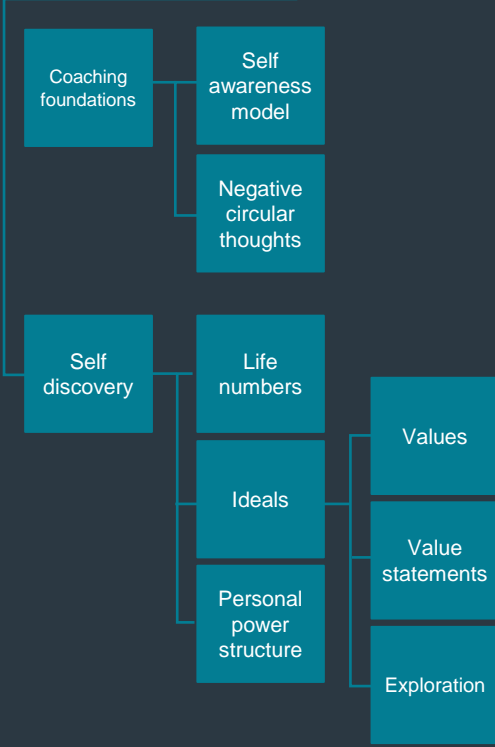
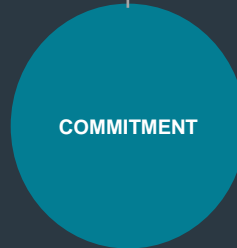


1

2

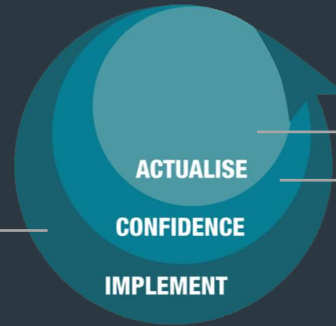
3

4



OUTPLACEMENT *support*

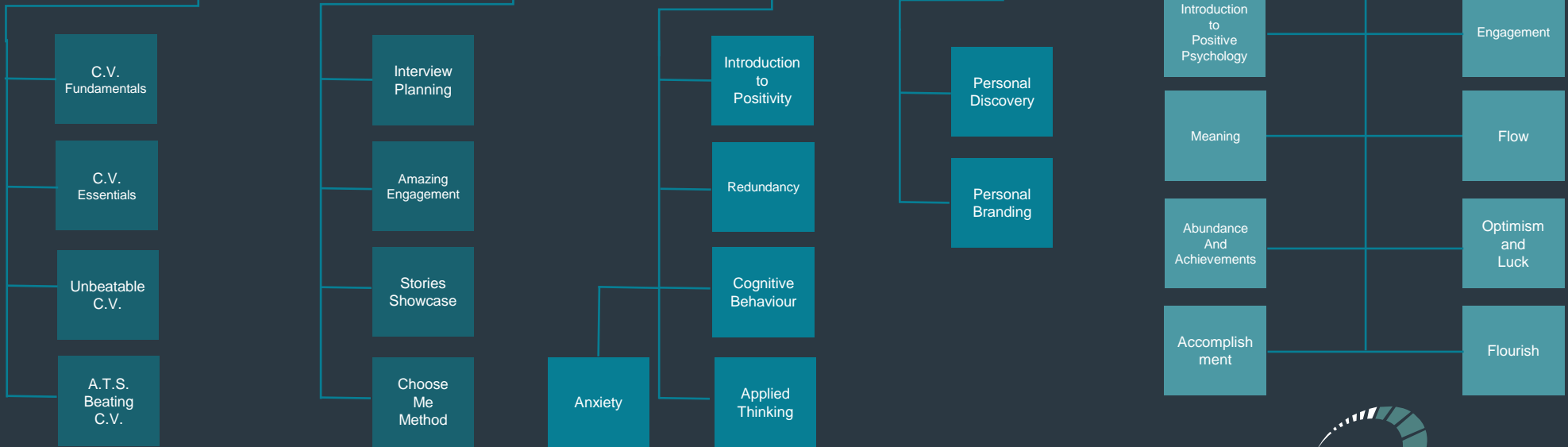
JOB HUNTING *success*



“ HOW ”

“ I ”

“ GO ”



MILES MATHER FOUNDER OF TRANSFORM



Miles has delivered work for a long list of companies across many industries McCann Erickson, Comet, BAA, Amex, Lloyds TSB, Vodafone, Barclays, Britvic, BBC, IHG, Fitness First, Bicester Village, HSBC, NBC Universal, Astellas Pharma and Just Eat. Miles has a degree in Marketing and French, and also speaks Spanish.

“ For me, the coaching process must always be exciting and enjoyable overall with moments of laughter and smiles even while self-discovery is meaningful and important! ”

TESTIMONIALS

Planet languages

We contacted Transform to help us increase performance in a specific area of our business. Miles was knowledgeable well-prepared and enthusiastic. His bespoke training was excellent value for money and will definitely help us to make a positive change to our future efforts.

Geoff Duncan - Managing Director



Inner Fit

Nick has consistently shown up with energy and passion running multiple resilience workshops. He has left the teams with actionable coaching tools, and new tactics but also a renewed energy.

Chris Pinner - Founder



Valerie Ijeh – BP

Julie is an effective coach and I would recommend her as she listens to others, seeks out ideas, expresses encouragement and optimism, gives constructive feedback to aid your development and above all she is empathetic and respectful.

Valerie Ijeh – People Relations CoE



WHAT DOES A COACHING PROGRAM

LOOK LIKE ?

While each program is unique, we recommend a mix of group and individual sessions as part of a coaching program.

Alongside this we work closely with H.R. and the business to focus the development according to where the greatest needs sit.

A coaching program will draw on the information you already have about capabilities and competencies. Including any existing assessments, focus group or survey work carried out to date. Each engagement concludes with a outcomes report to demonstrate ROI.

Supporting employees delivers material impact on company performance through: Improved confidence, productivity and communication.

“ When the best leader’s work is done, the people say, ‘We did it ourselves!’ ”

Lao Tzu

“ 86% of companies report that they recouped their investment in coaching and more. ”

International Coaching Federation

