

# Case Study 1

## Organisational and Leadership Development

### The Client

Large Public Sector Organisation



Discovering People's Potential

### The Challenge

**Senior Management and Coaching Skills: Equipping Operational Managers with the skills needed to develop, motivate and manage behavioural-based objectives for a dynamic new Staff Appraisal and Development Scheme**

### The Programme

- ❑ Coaching support delivered on an individual 1-2-1 basis.
- ❑ Four highly experienced consultants worked with the Council's senior managers over five weeks, providing individual training and coaching that:
  - delivered an enhanced awareness of the new system and its key objectives
  - explored in detail performance management
  - created a powerful understanding of staff development assessment
  - gave each of the managers the key skills they needed to deliver the organisation's expectations.
- ❑ More than 70% of the 140 managers entitled to this coaching exercise took advantage of the opportunity, enabling them to actively support the organisation's efforts to bring about cultural change.
- ❑ As part of the training package, Cherryblue also delivered a Coaching Development Programme for 20 of the Council's team, within a variety of service areas, to help them develop their individual coaching skills, providing a vanguard for centres of competence coaching within the organisation