

# coaching for change

## change agent coaching



**Change-able organisations have, and invest in, great change agents. Able to influence effectively in all directions and keep oversight throughout a change process, change agents have an incredibly challenging role that can be very lonely.**

As a change agent, a common experience is of being pulled in different directions. Your senior sponsors have strong requirements and expectations, and it may seem that their goals are not understood or subscribed to in other parts of the organisation. Your job, somehow, is to close the gap, deliver alignment and ensure change is achieved in the expected timescales, with the expected benefits and in a sustainable way.

Change agent coaching provides you with a coaching professional who has an excellent knowledge of organisational change processes and knows how to work effectively and systematically with people to implement change. Your change may be within a team, a department, or across the organisation; your coach will tailor their approach to the nature of the change you need to achieve and to make the most of your existing knowledge and experience. Working with a change agent coach will help you deal confidently and in a timely fashion with the challenges you face.

### Who is change agent coaching for?

- Anybody within an organisation who is tasked with the responsibility for delivering change. You may be a dedicated change agent, with change as your main role, or responsibility for change may form part of your role within a function or department.
- Team coaching is available for groups or teams of internal change agents.

### How will you benefit?

- Access to a robust, proven, pragmatic change framework, against which you can benchmark your activities.
- Full understanding of the complementary roles that, in combination, enable change. And what it takes to play these well.
- Full understanding of the key activities and change levers through which you can achieve your aims.
- A sounding board at key stages in your project, to assist in your risk mitigation strategy.
- Time dedicated to your change agency skills as part of your planned development.

### Format

As with any coaching engagement, we have a conversation with you that allows us to select a suitable coach. Your initial session with that coach should allow both of you to know if the partnership can flourish. We then work flexibly to support you in relation to the change challenges you face, so frequency and duration of sessions varies. Typically, clients purchase a package of six sessions; each session is of between 1 and 2 hours' duration and is conducted face-to-face. With established relationships, clients may choose to include some 1-hour telephone sessions. Default frequency is 4-6 weeks.

### Fees

These are based on our standard day rates relevant to the nature of the support you will need. We will be clear and specific about your investment when we discuss your particular situation.

### About Irving Allan

Irving Allan is dedicated to equipping people and organisations to be great at change through:

- A powerful, proven change management framework and methodology
- Psychological expertise
- Going the extra mile



**To book a free conversation to see if change agent coaching is right for you:**

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