

coaching for change

sponsorship coaching



Poor sponsors block change. Good sponsors ensure their teams succeed.

As an organisational leader, wherever you sit in the organisational hierarchy, you experience many demands on your time. Changes you are trying to achieve have impact across business areas and are fundamental to your organisation's continuing success. Yet, even when you have identified your change agents, you still find that people make more demands on your time than you can reasonably support. And the situations are complex.

So how do you ensure that your time is spent on the right things at the right time? Things that you uniquely can do? How do you keep your strategic overview in the face of incoming detail, or an absence of useful information? How do you ensure you deliver what your change agents truly need?

Sponsorship coaching delivers you some focused strategic time. It gives you tools and skills in the key roles that must exist in successful change. It gives you a checklist to ensure excellence in those roles, including continual assessment of yourself in the sponsor role. Through investing in sponsorship coaching you will bring a sharper focus to your activities and truly enable others to deliver on your behalf.

Who is sponsorship coaching for?

- Senior leaders in organisations, to board level, responsible for multiple changes or extensive change across the organisation.
- Leaders at other levels in the organisation who have the authority, responsibility and resources to require change to happen, often sponsoring multiple changes.
- Reinforcing sponsors, who have genuine delegated authority and a budget to deliver key strands of large scale change.

How will you benefit?

- 'Health check' for confidence in key principles and practices of effective change.
- Full understanding of the complementary roles that, in combination, enable change.
- Ability to assess your own role performance and those of others in creating the change system you need.
- Ensure your time is spent with maximum impact and enables lasting change.
- Space to reconnect with your strategic position and review organisational progress.

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 can vary.

Typically, sponsors initially choose six face-to-face sessions of between 1 and 2 hours' duration. With established relationships, you 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 sponsorship coaching is right for you:

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