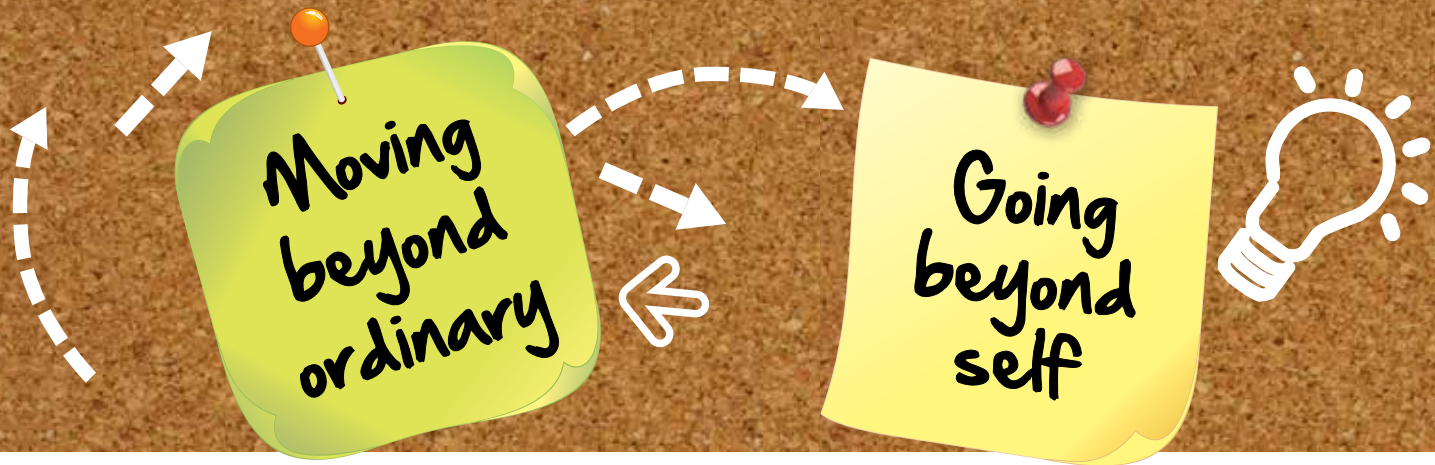




Imagine what you could accomplish  
if you knew you could not fail...



We help you be the best and get the best from your people by focusing on results that will exceed expectations.



Advance Coaching provides professional coaching, mentoring and training services for individuals and organisations who want to achieve more.

**Our services include:**

**Leadership & Team Coaching** – Delivering deep impact coaching programmes for Top Teams and High Potential Executives.

**Coach Training** – A suite of ILM coaching qualifications, Leader as Coach training and partnering with organisations to build coaching capability.

**Mentoring Programmes** – Designing and supporting high impact organisational mentoring programmes.

**Career Transition** – Partnering with organisations to provide professional and effective outplacement services with Advance's comprehensive multimedia online Career Resource Centre.

**Interview Skills and first 100 days Coaching**  
Coaching you to deliver brilliant interviews and providing coaching support for immediate impact and success within your first 100 days in post.



# Leadership and Team Coaching

Deep impact coaching programmes for senior executives and high potentials that accelerate leadership artistry to achieve great business outcomes.

## Our bespoke coaching programmes build:

**Competence:** Maximising the ability to use existing leadership knowledge, skills and behaviour and acquire new learning.

**Capability:** Maturing judgment in knowing what skills and approach to apply, when and in what context.

**Capacity:** How the Leader uses “self” as an instrument, how they engage, their presence, how they can “be” as well as what they can “do”.

## Team Coaching

Systemic Team Coaching is a comprehensive bespoke Top Team programme that delivers exceptional outcomes for the senior teams and the wider organisational system.

Teams are living systems that operate within wider eco systems and for them to mature into High Performance Teams i.e. when the team can create outcomes that are greater than the sum of its individual parts; then a Systemic Team Coaching approach can best mature this.

# Leadership Artistry and High Performance Teams

Systemic Team Coaching is a process of coaching the whole team together and apart over a set period of time to: collaborate and learn across diversity, develop collective leadership, align on common purpose, achieve performance objectives, engage effectively with key stakeholder groups and jointly transform the wider business. (Hawkins)

## Psychometric Assessments

Our coaching programmes are supported with a range of valid and reliable psychometric assessments. Our Coaches are fully accredited through the British

Psychological Society to administer and provide feedback on a range of Psychometric Assessments including:

**Hogan** – Development, Challenge and Values profile.

**EQI-20** – Emotional Intelligence Leadership and 360 reports.

**Dimensions/Korn Ferry** – Leadership, Drives profile and Multiview 360 reports.

**AOEC Team Connect 360.**



“ I highly recommend this course to anyone who wishes to become an effective coach or those who want to simply develop their skills to include an entirely different approach to how we manage and communicate. ”

Dr. Alison Sweeney, Organisational Development Partner, NI Water

# Leader as Coach and ILM Coaching Qualifications

## A Coaching Approach with the Right Tool Kit!

Traditional directive styles of telling staff what to do and expecting them to do it may not get the results your organisation needs. While a “Command and Control” style may get things done in the short term, it does not build capability and provides very little opportunity for learning and development.

A coaching approach moves the Manager away from command and control and towards development and accountability. The Manager is better able to harvest the “potential” of their staff and hold them accountable for their own development and performance. Adopting a coaching approach and equipping managers with a coaching tool kit enables them to deploy a much wider repertoire of performance management tools and develop their staff much more effectively.

We offer bespoke designed coaching development programmes that are adapted to your specific sector and working context and delivered by trainers who are highly experienced Managers and Coaches.

Advance training combines highly interactive workshops covering coaching theory and models, skills development, live demos, video, coaching practice, reading, reflection, tests and written assignments.

### We offer:

- ILM Endorsed Leader as Coach Training.
- ILM Level 3 Award in Coaching.
- ILM Level 5 Certificate in Coaching & Mentoring.
- Partnering with organisations to build coaching strategy and capability.



Insight  
Feedback  
Support



Challenge  
Champion  
Goals

# Mentoring Programmes

## Mentoring

Advance has significant expertise in designing and supporting organisational mentoring programmes developed in partnership with a diverse range of organisations.

Mentoring is a developmental partnership through which the Mentor shares knowledge, skills, networks and perspective to foster the professional growth of the Mentee. There are huge benefits for all parties, Mentor, Mentee and the Organisation.

The Mentee gains a confidential sounding board through which they develop skills, competency and new networks for career performance and business outcomes.

The Mentor builds communication, leadership and coaching skills and gains a wider understanding of other areas of business practice.

The Organisation better utilises its existing resources to develop talent and enhance communication and collaboration across the business.



“

I would highly recommend Niamh and her team at Advance Coaching. She has been instrumental in delivering a very successful and structured mentoring programme for solicitors in Northern Ireland via the Law Society of Northern Ireland. Any organisation would greatly benefit from the involvement of the team at Advance Coaching.

”

Imelda McMillan, Senior Director, O'Reilly Stewart Solicitors

9

## **Mentoring Programme Path**

### **Programme Design**

Partner with the organisation to design and roll out a mentoring programme providing all key governance and programme documents.

### **Mentor & Mentee Onboarding**

Design & delivering training for Mentors and Mentees and provision of mentoring guides and tool kit with option of ILM Certification for Mentors.

### **Matching, Support & Evaluating**

Supporting the organisation in matching process and formal evaluation.

### **Continuous Professional Support for Mentors**

Designing and delivering ongoing learning and resources for Mentors.



# Career Transition

At Advance Coaching we begin working with you as soon as you start to make plans to release or redeploy people across the business. Advance transition programmes focus on encouraging people to think positively about change and equip them with the knowledge,

mindset and practical skills to approach career transition with confidence. Career services can be provided through group workshops, in person career coaching, onsite career clinics and through the Advance Online Career Resource Centre.



“

I appointed Advance Coaching to carry out an Outplacement programme for 75 staff after they were put at risk of redundancy. The level of service, flexibility and professionalism was exceptional and we received nothing but positive feedback with all staff becoming more visibly confident about their prospects. I would highly recommend Advance outplacement services and will certainly use them in the future.

Orlaith (McKenna) Grego, HR Business Partner, Euronext

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11

**The online Career Resource Centre is a comprehensive Career Portal that includes:**

- 12 leading tools including: CV builder, Interview Simulator, Personal Development Planner, Job Search Planner and Business networking.
- 1,500 employer videos.
- 1,000 articles and podcasts.
- Job Search Engine - International jobs from 52 countries worldwide.
- 101 video interview questions and answers.
- 15 Aptitude, psychometric tests and a wide range of assessment centre tools.
- Weekly news articles with thousands of archive articles.
- A career pathways module where over 1000 people, who are video interviewed, explain their chosen career paths.
- Your own personalised dash board to record your activity and progress.



“ Advance provided crucial career coaching for me at critical moments in my professional career and I will be forever grateful for their advice, coaching and mentorship in helping me achieve exceptional career goals. ”

Sara Booth, MBE, Head of Women's Football Competitions, FIFA

# Interview Skills and first 100 Days Coaching



Delivering brilliant interviews is a skill that can be learnt and when you are prepared to put in the work, you will achieve outstanding results with Advance's Interview Coaching.

We don't guarantee that you will get the job, though the majority of our candidates DO!

## **We will work with you on:**

### **Preparation**

Review your strengths, challenges, the role, the process, the competencies and skills all required for a focussed interview preparation plan.

### **Presentation**

Review any barriers, nerves, confidence, communication, personal impact and help you overcome them to perform at your very best.

### **Practice**

Prepare and conduct a mock interview and give you feedback on where you can improve. Make your mistakes with us not with your panel!

We work successfully with a wide range of candidates preparing for roles across all disciplines and sectors from entrance levels to C suite Executives.

Once you secure the role we provide coaching support for immediate success within your first 100 days in post. Over three coaching sessions we prepare you for a great first impression, rapid orientation and immediate impact in your new role.

# What our clients have said

“ Advance Coaching are key to the success of our Charity Mentoring Programme and the programme is going from strength to strength with their support. ”

**Brenda McMullan, Executive Director, Halifax Foundation for Northern Ireland**

“ Working with Advance for the past five years, they have been instrumental in helping to deliver the Bar Mentoring scheme. Approachable, professional and totally inspirational. ”

**Christine Smith, Queens Counsel**

“ I would definitely recommend the coaching courses provided by Advance Coaching for anyone who is interested in becoming a qualified coach. ”

**Lorna Parsons, Director - Recruitment & Diversity, Local Government Staff Commission**





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