

Coaching Programmes for Middle Managers

High Potential Coaching

High Potential (or talent) are a key population of managers within your organisation, identified as the leadership of the future with the opportunities to take your organisation to the next level.

By their nature high potentials are inquisitive and can be distracted by other things going on, sometimes outside of your organisation. To keep them focussed and delivering the best that they can providing them with a permanent journey of development that constantly keeps pushing them ahead of where they currently are, benefits both you and them.

High potential coaching is designed to do this. As an investment into their present and your future One to One high potential coaching will deliver a constantly improving, developing and more rounded leader.

Due to its nature this programme is longer term than a standard coaching programme as it has to deliver a legacy for the future. We therefore recommend a 12 month tie in programme for each high potential, delivering 12 sessions of 1 or 2 hours in length.

This programme often takes place as part of a larger talent development programme.

This programme will allow your high potential individuals to accelerate more quickly through the organisation giving them the skills and confidence to deliver all the way through this journey. This ensures your pipeline in terms of management for the future and speeds up the process to get people into these positions.

You will also get better equipped managers whilst they are on the journey, giving them self-confidence and ability to improve efficiency through understand themselves better.

Who's it for

High Potential coaching is for your young middle managers who you have identified as being the aspiring managers for the future of your organisation. These frontrunners in the organisation may be identified by a High Potential Talent programme or just be on a list of people recognised by management as “ones to keep”.

How does it work

