



BAYES
BUSINESS SCHOOL
CITY UNIVERSITY OF LONDON

How much does it cost?

The price for our coaching service is £250 per hour.

We do offer a reduced price for alumni of our programmes, so please email CCE@city.ac.uk if you would like to discuss this further.

Enquiries

Please visit
[bayes.city.ac.uk/
faculties-and-research/
centres/cce/business-
services/coaching](http://bayes.city.ac.uk/faculties-and-research/centres/cce/business-services/coaching)

or contact
E: CCE@city.ac.uk



Coaching

Enabling individuals and teams to thrive with one on one support from the Centre for Charity Effectiveness (CCE).

COACHING TO MAXIMISE YOUR POTENTIAL

At CCE we understand that being a leader in the charity sector can be challenging, exciting, overwhelming and exhilarating, often all at once. Having access to tailored support to help you manage the ebbs and flows or your leadership journey can be invaluable, helping you continue to succeed in role, progress your career and stay well.

Centre for Charity for Effectiveness (CCE)

Coaches help nonprofit leaders gain clarity on their own and their organisation's choices and goals, and to determine how to achieve those goals in ways that are sustainable and impactful. We work with you as an individual, tailoring our approach to your specific needs and priorities.

WHAT TO EXPECT

CCE coaches can support you in working through the challenges and opportunities you face as a leader. This might include:

- Identifying ways to maximise your own and your organisation's potential
- Determining how you can help support others to develop
- Working on areas in which you feel less confident or able
- Managing relationships at work
- Making clear choices – particularly in the current challenging times.

Coaching may be particularly helpful during times of transition and change (personal or organisational) by providing time and space to reflect on current circumstances and explore options.

“The coaching has already made a huge impact on me – resulting in the development of strategic action plans to effectively take the organisation forward in a more sustainable direction. My CCE coach was just amazing – can't praise her enough!”



BENEFITS TO YOU

For individuals coaching can:

- Improve confidence
- Improve performance
- Lead to greater clarity on goals and areas of development
- Provide a safe space to explore key issues and opportunities.

BENEFITS TO YOUR ORGANISATION

For organisations coaching can:

- Increase engagement
- Improve performance
- Support retention
- Create space to develop new ways of thinking and working.

WHO IS IT FOR?

CCE's coaching is usually focused on senior leaders, for example executive directors, directors and heads. Coaching is available on a one-to-one or a team basis.

OUR COACHES

All our experienced coaches have a deep knowledge and understanding of the nonprofit sector. They are committed to the importance of coaching as a key part of leadership development in the nonprofit sector and they bring this alive through their individual styles and approaches. All CCE coaches are accredited by one of the leading coaching professional bodies (or have equivalent, relevant level of experience) and undertake regular coach supervision themselves.

THE CHOICE OF COACH

The focus of all coaching is on enabling individuals to make choices. That process starts at the point of selecting the coach you choose to work with.

- When you first contact CCE, one of our experienced team will have a brief conversation with you to understand more about what you are looking for
- We'll send you profiles of up to three coaches who we feel could best meet your needs
- You will then be able to meet each one individually to decide if you would like to work with one of them.

There is no charge for this selection process.

THE COACHING PROCESS

The nature, structure, and duration of every coaching engagement is bespoke and tailored to reflect individual needs and choices.

Each coaching session usually lasts 90 minutes. For one-to-one coaching we usually recommend a programme of six sessions over several months. For team coaching we usually recommend a minimum of two sessions of 90 minutes.

AGREEING GOALS AND EVALUATING PROGRESS

Your CCE coach will work with you to agree clear goals for your time together. Progress towards goals and agreed outcomes is reviewed throughout the coaching. Towards the end of the process, time is spent reviewing progress against goals, reflecting on the coaching process, and determining on-going action plans.

PSYCHOMETRIC TOOLS

At times during coaching it may be useful to make use of additional tools that can help increase personal insight and awareness. Our coaches are qualified and accredited to use a range of psychometrics including MBTI, Strengthscope and a range of 360 feedback and conflict management tools. We regularly use these to support coaching work, where appropriate and in agreement with clients.

“[My CCE coach] guided me through self-reflection, prompting a deeper understanding of my strengths and untapped potential. ... I've seen tangible improvements in my confidence and decision-making.”

For more information, visit:
www.bayes.city.ac.uk/cce

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