



ChildAssociates

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**“Child Associates can help you make change happen through the people in your organisation.”**

*What do we do?*

**Clarification** - Creating a clear picture of your vision for the future.

**Attitude** - Helping you to enthuse people about the change you want to see.

**Insight** - Understanding current issues & barriers to change

**Solution finding** - Creating a huge range of choices & ideas for change.

**Pushing good ideas into action** - Implementing your chosen course.

**Measuring success** - Celebrating your success and learning for the future.

*How do we do it?*

We offer clarity and perception

We have experience in a wide variety of service & retail industries

We are cost effective

Clients say we are a pleasure to work with

**Vivianne Child founded Child Associates in 2001. She has over 15 years experience in the drinks, retailing and service sectors in a career spanning Marketing, Service & Quality and Change Management. She is an experienced coach, an MBA in strategic planning and draws on the expertise of many associates to work for a diverse client list.**

Contact Vivianne Child for an informal and speedy discussion at [vchild@childassociates.co.uk](mailto:vchild@childassociates.co.uk), 01442 826092 or 07786 707597.

# Activ8 Coaching



Coaching provision for  
your Senior Team

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## Activ8 Coaching

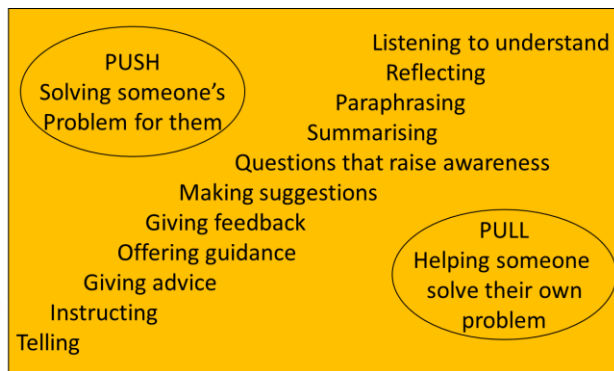
Activ8 is a “win-win” coaching solution; a win for the client company who can guide the coaching process & objectives and a win for the coachee who benefits from an external & qualified coach.

Imagine quality coaching sessions, endorsed by Senior Management, that help the coachee further develop the leadership attributes that you know make a difference to the engagement and productivity of teams; goal setting, the importance of feedback, having a team approach to the vision and values, positive thinking, good team communication, better team processes ..... to name but a few.

### The Benefits

Each coachee has direct access to an Activ8 coach for both face to face meetings and telephone/email support. The agenda can be set by the client company, with the coach and coaching client using a myriad of techniques & materials to make change happen and stick. The coaching can start **now**, making a swift difference to targeted individuals.

**The “Pushmepullyou” coaching spectrum.** Just one technique we use.



Activ8 Coaching from Child Associates

## Research has identified the benefits of using an external coach

- External coaching offers a perceived safer space to discuss sensitive issues.
- External coaches tend to have a higher levels of experience and expertise.
- Organisational issues can be captured and fed back to the client company without identifying individuals.
- Organisation “blockers” can be identified, although individual’s challenges will remain private.

### The Logistics

- The client identifies individuals who would benefit from Activ8 coaching and a suitable coach is identified.
- They meet for an “Activation Session” to ensure a fruitful partnership.
- A contract for 10 sessions is established which, pragmatically, gives a year’s support to the coachee. The 10 sessions can be face to face, on Skype (or similar) and also includes ongoing email and telephone support for the period of the relationship. This can work globally for cost efficiency. A Break Point can be negotiated.
- After the 10 sessions the contract can be renewed with the existing or a new Child Associates coach ... or the client company may feel that the objectives have been achieved and the coaching relationship comes to an end.
- Some coaches could become “home grown” Activ8 coaches within the client company.



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