

PROGRAMME LAUNCH



ALDI COACHING PROGRAMME JUNE – OCTOBER 2013

WELCOME

We would like to express a warm welcome to the programme. We hope that you experience it to be a wonderful way to learn and grow your leadership skills.

PROGRAMME OVERVIEW

You all have now all received an introduction presentation deck. The programme overview is shown below and you are currently at stage 2.



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PRE-WORK

Please complete the following pre-work prior to your first coaching session:

- 1) Complete the 360 degree feedback nominations as per email (estimate 20 minutes). If you are experiencing any challenges on the deadlines let us know and we will find a solution.
- 2) Read the attached 2 articles... (estimate 30 minutes)
- 3) Complete the emotional intelligence questionnaire (estimate 10 minutes)
- 4) Jot down a few ideas on your desired leadership brand on the pro-forma (estimate 15 minutes)

YOUR COACH

Following your chemistry chat you have selected your coach who work closely with you in confidence over the coming months to facilitate you achieving your coaching goals. Our coaches have been successfully coaching Directors and Managers for over 15 years and we are delighted to them on our coaching team. Specifically your coach will:

- Coach you!
- Set you relevant, work related tasks to do in between coaching sessions to help you further your learning
- Agree a date with you for your 2nd, 3rd and 4th coaching sessions
- Feed in key common themes to me and the other coach as we work together to prepare for the final coaching sessions and webinar and ensure as a group, we can help you make greater strides to excellence
- Recommend to me, what materials might be helpful as part of the wrap up as we set you up for embedding your learning

After the first coaching session, please expect to book your remaining coaching sessions directly with your coach. Each coach has two coachees and it is important that these coaching sessions occur on the same day.



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MANAGEMENT OF THE PROGRAMME

I am overseeing the programme. My responsibilities are to:

- Fully prepare you and the coaches for the programme.
- Ensure you are all comfortable and happy with the process and outcomes
- Check in with you so periodically
- Pull together consistent themes for the webinar planned for the end of October / early November. Any feedback is completely non-attributable to an individual.
- Review outcomes and present insights to key stakeholders Aldi at programme completion

GUIDELINES FOR GETTING THE MOST OUT OF THE PROGRAMME

Based on my meetings with you, I have no doubt of your openness to the coaching process and your commitment to engaging with it. To help this, you may want to consider:

- Reading the pre-work
- Scheduling diary slots for strategic and emotional reflection
- Capturing notes in a journal
- Having key conversations and gathering evidence on areas you want to explore further
- Engaging in optional further reading where the title tempts you! – your coach will also be able to provide you with recommendations.
- Relaxing and enjoying the experience.



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QUESTIONS OR CONCERNS

Please do not hesitate to contact any of the team should you have any at all – details are below.

CONTACT INFORMATION

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