

## BECOMING THE BEST VERSION OF YOUR BUSINESS SELF: leadership coaching & business mentoring programme

<b>Approach</b>	A complete personalised 1:1 12-month TGROW led programme, helping you realise your full potential; Leadership assessment led kick off session, quarterly face to face meetings, monthly virtual check-ins, annual review, including unlimited remote support
<b>Outputs</b>	Individual impact report, personal and professional development action plan, regular meeting actions, annual review
<b>Value add</b>	Increasing impact and contribution, supporting personal and professional development
<b>Summary</b>	<p>Northstar People adopt the effective TGROW approach, which we've found mutually rewarding with our clients down the year (Topic/Goals/Reality/Options/Wrap-up). We follow a structured framework, that is a proven approach but not restrictive, which is fluid and organic:</p> <ul style="list-style-type: none"> <li>• <b>1x Initial 'kick-off' meeting:</b> Face to face morning or afternoon session, to revisit your GCIndex assessment, discuss any existing 'development action plans' that exist formally or informally, set; expectations, deliverables, outcomes and measures of success, AoB and agree a fluid development action plan aligned to personal and business requirements.</li> <li>• <b>4x Quarterly review session:</b> Face to face 2–3-hour meeting, to allow a reflection on the previous period, explore challenges, review success and to look forward/plan for the coming period</li> <li>• <b>8x Monthly update sessions:</b> Virtual 60-90 min meetings providing ongoing support as a wrap around the quarterly reviews</li> <li>• <b>Unlimited* ad-hoc support:</b> Providing accessible support as and when required</li> <li>• <b>1x Annual review:</b> Fresh GCIndex assessment completed, to act as a catalyst around a a morning or afternoon session, to review coaching/mentoring performance against expectations and set out any further support requirements for the coming 12 months</li> </ul>