devote

sounding board

our perspective

An individual's performance cannot be attributed to just one thing and there is no single recipe for success. We take in to consideration all the factors that can influence performance and structure our one-to-one coaching sessions in order to fully explore both the tangible and intangible aspects of performance. It is for this reason that we design our interventions to look at both the 'what' and the 'how' of an individual's performance and delivery, enabling us to create maximum benefit by tailoring the coaching experience to meet the specific needs of each of our clients.

Devote has worked with a number of senior leaders within Unilever, GSK, Sara Lee and Avon to help them to effectively transition between roles; develop their leadership signature; support their business ambitions and explore their future career moves.

For each assignment the specific objectives of the coaching intervention were agreed up front and a clear plan developed for each of the coaching sessions.

1 transition coaching

So much time, energy and money is invested in recruitment yet a leaders successful transition from one role to another is often taken for granted.

Devote provides individually tailored coaching programmes that aim to address this need and help prepare and guide new leaders through their first 90 days. Providing them with the tools, insight and support needed to successfully establish themselves in their new role and deliver effectively

2 business coaching

It can often be described as lonely at the top and leaders can on occasion feel isolated especially when under significant business pressure.

It is at these times that it is often helpful to have an experienced and independent sounding board with whom, a leader can talk through and articulate their aspirations for the business and work through practical approaches to securing success prior to engaging the wider organisation.

3 leadership coaching

Devote provide individually tailored leadership coaching to support the development of leaders and enhance their effectiveness.

In our sessions we explore leadership through the lens of style, climate, impact, legacy, leadership light and leadership shadow and develop strategies for managing their impact in order to operate from a stronger more confident strategic leadership position. Our leadership coaching can be enhanced to incorporate tailored feedback using specific diagnostic tools.

4 career coaching

It can sometime be hard for people to see which path to take within their career and when faced with choices they struggle to decide.

At Devote we are experienced in helping individuals think holistically about their careers and provide support by bringing some structure to their thinking process and most importantly acting as an independent and objective sounding board to talk through the routes available in order to make an informed decision.

the results

We believe in building our client's confidence within our coaching interventions so that they are able to proactively activate the plans that they develop during their sessions. We measure our success on our clients experience of the coaching interventions and the feedback that they provide:

"Chris from Devote is a great one-to-one coach. He makes a real connection, challenges in a constructive way, provides inspiration and is truly committed." Marketing Manager, Unilever

"I thank Maryse from Devote for her empathy and warmth. Her personal commitment and involvement in our coaching conversations is amazing. She helped me rediscover my strengths." Marketing Director, Unilever