



ALASDAIR CANT & ASSOCIATES

CLIENT STORY 1

What did you expect?

Having sat in a team meeting, in my previous job, where almost an hour was spent on trying to come up with an agreed definition for the term coaching, with little success, I was not overly sure what to expect. I think I had in my mind something that would focus on my current role and begin to help me consider ways of improving my performance. Though I also I had a suspicion that there may be some element of psychology to any discussions, as I believe that work performance and behaviour are inevitably linked to personality.

What has it been like?

I have found that the sessions have been a very useful way of helping me to, not only shape my thoughts about issues which impact on my role, but also to reflect on, and then articulate, those things which affect the way I carry out my job [as a Head Teacher].

At this stage, what difference has it made?

Whilst I feel it is still fairly early days, the sessions helped me to make sense of the way I behave in my role, considering the reasons behind it, identifying where it is helpful and where it is stopping me being as effective as I can be. I now have clear things to work on which will hopefully support me in improving my overall performance.

CLIENT STORY 2

What did you expect?

Having never undertaken any coaching previously I must admit the whole process was a bit of a mystery to me. I really didn't know what to expect from the outset, and wasn't fully sure of what was required or whether I needed to prepare materials to bring. With hindsight it worked best when I didn't try and over prepare, and just let the conversation come naturally.

What has it been like?

Alasdair was an incredibly good listener and often quite surprising issues came out of our conversations which I would not have expected to arise in advance. He had some very, very useful practical advice about approaching situations that I would find difficult which have proved to be very useful and very fruitful. He was also excellent at giving me the opportunity to set the agenda and to tell him what I would like to explore during our sessions. He appeared to come with no pre-conceptions which is great.

At this stage, what difference has it made?

My confidence for a number of reasons, both personally and professionally, was at floor level when I started this coaching, and as the two were so intertwined it was very hard to work out what things needed to be addressed to get over the problems I was having at the time. Alasdair helped me identify areas in my professional life where I had been overcompensating for (largely) the behaviour of others which had been affecting me badly on a personal level and helped get my confidence back on track to a place where I felt I could address these issues in a positive manner at work. He also taught me some very valuable lessons in managing stress and helping me break the patterns of sleepless nights I've been suffering from for some time. I have learnt (and still repeating on a daily mantra) that I am not always responsible for the actions of others, and must work on developing Adult = Adult relationships instead of 'parenting' other staff members.