

Coaching for Performance

Targeted coaching for Water & Environmental Industry Leaders



Targeted coaching for water industry leaders at all levels, addressing both behavioural and technical competencies. We work collaboratively with organisations, teams and individuals to deliver tailored structured coaching programmes that drive measurable performance improvement.

Our coaching is 'on the job' and dovetailed into ongoing business activities, providing a practical context for leadership development. Return on investment is more immediate as leaders apply learning directly to the current business challenges they face. We provide bespoke coaching programmes for each leadership level including first-line managers, middle managers, senior managers and executives.

Coaching programmes can be standalone or integrated with our taught Level 5 Technical Water and Waste Water industry qualifications



Learning & Development Associates
Advancing the Competence of the Water Industry





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Typically, our programmes consist of a number of coaching interventions over a period of 3 to 9 months. Coaching is delivered in a flexible manner, utilising a mixture of face-to-face meetings, teleconferencing and WEBEX, as required.

At an early part of the coaching process, L&DA offers world class Hogan Psychometrics to provide the coachee with a strategic understanding of:

- Their leadership strengths
- How excessive and inappropriate application of such strengths will lead to leadership derailment

Provision of a Leadership Assessment Report supported by direct feedback and exploration of relevant issues provides a reference point for the coachee to understand how his/her personal behaviour impacts directly on the practical application of functional and technical skills.

Coaching sessions are structured around the bespoke development needs of the coachee. Typical subject areas include:

- Natural leadership style and impact on others from Hogan insights
- Strengths, weaknesses and personal effectiveness from Hogan insights
- Leading safely – creating a safety culture in your team
- Leading change – etc etc
- Managing performance
- Influencing skills
- Strategy development
- Leading teams
- Prioritisation skills
- Communicating with impact
- Problem solving skills

As water and waste water sector specialists, L&DA uniquely offers the combination of both behavioural and technical aspects of coaching. Our coaches are all experienced water industry professionals able to support across a range of technical areas including:

- Water Production
- Water Networks
- Waste Water Treatment
- Waste Water Networks

- Water quality
- Risk and Resilience
- Operational controls
- Business continuity
- Asset management
- Security

Our Approach to Coaching

Coaching sessions are structured around the bespoke development needs of the coachee. Typical subject areas include:

- Leadership styles and preferences – analysing yourself and impact on others
- Personal effectiveness – maximising your potential from Hogan insights
- Leading safely – creating a safety culture in your team
- Leading through change – taking others on the journey with you
- Managing performance – helping others grow and reach their potential
- Managing performance – dealing with problem behaviours
- Influencing skills – expanding your circles of influence
- Strategy development – developing a vision and strategy
- Leading teams – getting the best out of collective strength
- Prioritisation skills – bringing focus to the most important issues
- Communicating with impact – landing your messages effectively
- Problem solving skills – taking a structured approach to solving issues



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For more information on our qualifications

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