



Stefan Powell

Husband, Father, Executive Coach, Artist, Writer & Coffee House Owner and Former Senior leader.

Stefan was trained as professional coach at the age of 24, working with leaders and management teams who didn't want to be coached. He quickly demonstrated an ability to get the best out of people and teams and soon coached many more senior and experienced leaders and individuals than his years would suggest he could. As a result of this, along with his own leadership, consultancy, change, and business experience his approach and range is broad, pragmatic, and practically based.

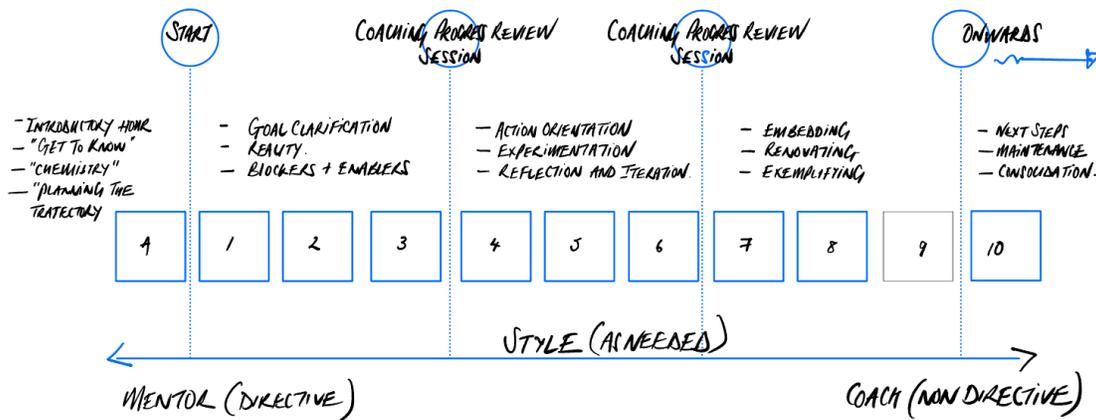
Highly flexible and happy to work on an overarching goal or change that you and/or your organisation wish to make Stefan is equally happy to work with individuals, boards or whole teams.

1:1 Stefan generally works in sets 10 x 1.5 sessions. This process is built off the back of many years of experience and is designed to create a lasting change.

You won't always need to use all 10 sessions on one goal or focus, and there is the option to bank sessions if they are not necessary, for another time, or utilise remaining sessions on an alternative topic or ad hoc challenge.

How could the 1:1 sessions work...?

Littleboat 1:1 Coaching ...



Sessions 1 - 3 (1.5 hours each)

Generally, the first one to three sessions tend to be an exploration of what you want to achieve and why, and then what the reality currently is for you.

Review Session 30 - 60 Mins

The first three sessions are then followed by a review session of 30 – 45 minutes where we cover - what's working well in our coaching and what would make the coaching even more impactful for you both in terms of how you 'show up' and Stefan's approach as your coach.

Sessions 3 - 6 (1.5 hours each)

Post review, you then move into the second 3 sessions which tend to be about your new current reality and how you build on the successes. Here you will identify actions that you will take between sessions.

Review Session 30 - 60 Mins

Again, sessions 3 - 6 are followed by a 30 – 45- minute review session and then you will move into the 'final' 3 sessions.

Sessions 7 - 9 (1.5 hours each)

In sessions 7 - 9 you will generally tend to focus upon maintaining momentum and moving closer to your goal; reviewing progress and agreeing new actions.

Session 10 (1.5 Hours)

In the 'final session, you and Stefan will look at what you've achieved so far and why, and how you maintain and build upon what you have you achieved – with or without Stefan.

It's important to Stefan that you can maintain your progress and he is happy to continue to work with you for more sets of coaching whilst you and he feel it would be of value.

At the end of the 10 sessions you get to choose whether you'd like to continue coaching and at what frequency, or whether would like a period of consolidation.

A general trajectory

The above is a general trajectory and it depends very much upon what comes up in each session and your commitment and determination to complete steps you have identified between sessions. It is a high-level intent and should be used as a guide only; my role is to use my experience as a coach to serve you and your ambition.

Stefan's style...

Stefan's intent throughout your coaching is to enable you to make your own decisions and to identify your own ways forward. He will do this through questions and by reflecting back to you what he hears, both spoken and unspoken. At the same time, with your blessing and using his experience, Stefan is equally happy to make the shift from coach to mentor/trusted friend if the topic falls within his sphere of experience.

The choice about what and how you move forward will always be yours to make. Stefan is not a consultant pretending to be a coach; rather a coach who is happy to change tack, should it be appropriate.

Techniques

Stefan uses a range of recognises coaching techniques including TGROW, solution-focused coaching models, scaling and NLP models, mostly blended within the conversation. It's rare for Stefan to choose a standalone technique to cover for an entire session but if he feels it appropriate to explain, walk through or get you to work through a model he has seen bring others success he will suggest it.

Whilst not carrying out psychometric testing, Stefan is happy, if you have psychometric you'd like to work through, to support you. Similarly, whilst Stefan is not a counsellor he is a confident and experienced coach is who happy to help you to identify and work through most challenges you will face including finding additional sources of support should this be necessary.

Costings

Stefan runs an award winning coffee house - The Freshwater Coffee House with his wife Becky and his own art gallery too. As a result, he only works with a select number of clients; and clients he wishes to work with who seek to deliver good in the world.

The cost of Stefan's coaching, at £200 per 1.5-hour session is lower than the market place would dictate for his services and experience but he prefers to ensure that those he works with contract the number of sessions they need to make a chance, rather than rush or disappoint themselves by not investing the time needed.

At first, Stefan tends to hold a coaching session once every two weeks and as you move further into your coaching relationship it might be appropriate to move these to monthly sessions and back to twice monthly as actions and activities present themselves.

Introductory conversation...

Before we begin, Stefan always holds an introductory conversation, for an hour, outside of the contracted sessions to ensure that you feel comfortable working with him. This hour is charged at £100 recognising the fact that both you and he, take a leap in offering up your time.

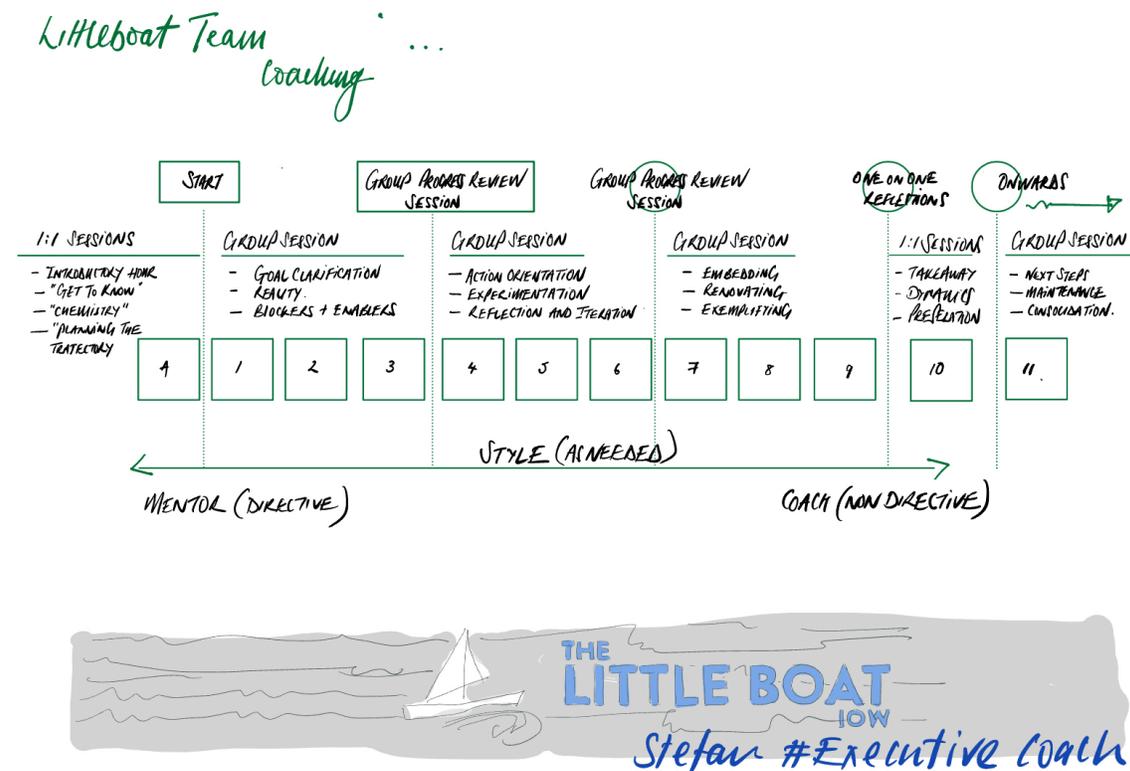
Nearly all of Stefan's clients have also commented upon how impactful these first chats are and how important they are to later sessions.

Who can you speak with,, whom has been coached by Stefan

If you would like to speak with someone who has been coached by Stefan, he does have recent coachees who are happy to speak with prospective clients as he recognises that working with a coach is an important investment for you.

Working with Teams

Stefan is equally happy to work with teams, less training and more coaching and facilitation - Stefan 'forces' teams to think and act for themselves - instinctively and deliberately. Following a similar arc to the coaching process; the process you see below is a template adaptable to your needs and by agreement.



Facet to Face and Online

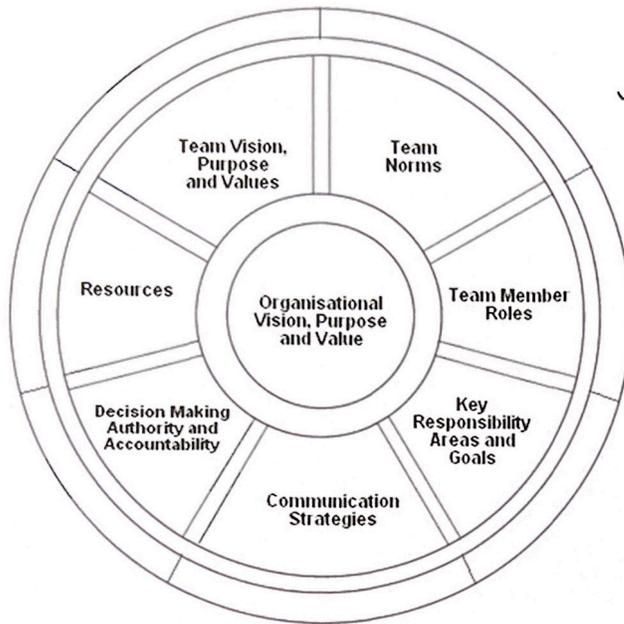
Stefan is equally hope to coach, facilitate and develop teams through a combination of group work (which can be completed via zoom, teams or google meet or face to face).

Generally Stefan will look to discuss the performance uplift, cultural change or shift in team working which is sought by the CEO, MD, 'head of' and or board and hold set of 'sessions' with the senior in which they identify, problems solve and plan the changes needed to deliver the overall change.

Stefan will deliver some knowledge based content if required but tends to find that senior leaders 'know it' they just need to 'make time' with a skilled facilitator to work on it.

As part of any work with a leadership team; stefan will ask to interview members to explore the current levels of clarity and commitment behind the groups team charter; or elements of it - if not yet formally recorded.

The Team Charter



THE TEAM CHARTER

“THE MORE CLEARLY
DEFINED THE TEAM
CHARTER, COMMITTED TO
AND 'LIVES AND BREATHED'
THE MORE SUCCESSFUL
THE ORGANISATION IN
MY EXPERIENCE”
STEFAN

Group Session Costs

For a day of Face to Face or online workshop Stefan's starting point is £800 per day plus expenses and will generally seek to stay over the night before an event dependent on travel time and location.

Specialist Areas Of Coaching

Stefan is able to coach and facilitate on almost any topic within the leadership and team arena and based upon his experience, he specialises in working with highly capable individuals and teams who need a moment to pause, breathe, think and strategise. Leadership, personal and professional breakthroughs are his speciality and his testimonials speak for themselves.



With such a broad spectrum of experience including banking, insurance, not for profit and charitable work; stefan is equally comfortable to facilitate, guide or collaborate - switching consciously as the client needs.

Code of ethics

Stefan operates in accordance with the Association’s Code of Ethics and Good Practice for ethical, competent and effective practice.

Client List

Here are a sample of organisations and sectors in which Stefan has delivered coaching:

Corporates & Organisations	Example Roles
<ul style="list-style-type: none"> o DEFRA o Ministry of Defence o Nationwide Building Society (Employed) o NFU Mutual (Employed and Contract) o Friends of The Earth (Contract) o Santander (Associate Contract) o Co-operative Bank (Associate Contract) o Action for Involvement (Contract) 	<ul style="list-style-type: none"> o Managing Director o Comms Director Europe o National Commercial Sales Manager o UK Risk and Continuity Manager o Organisation Founder and Chairperson o Director of Undergraduate Leadership o Regional Director, Area Manager, Senior Branch Manager

Example Assignments

- CEO - to explore and solidify personal ambitions and in turn address organisational direction and board appointments.

- Managing Director - to enhance work life balance clarify, organise thoughts and define a strategy for delivering cultural change with, and through, the senior leadership team.

- Head of — to identify opportunities for more strategic leadership and to gain greater levels of engagement and performance from the directorate.

-

- Senior Executive - to identify strategies for aligning personal and organisational purpose and achieve increased motivation.

- Comms Director - to align personal and organisational goals and initiate and embed an organisation wide ESG strategy.

- Area Director - to develop a vision, business plan and align the senior management team behind operational strategy to deliver enhanced team working and increase sales results.

- Business Partnership - to develop a business and people development strategy, increase leadership effectiveness and overcome personal barriers to addressing management of underperformance.

Sample Testimonials

“Stefan is a thought provoking and insightful coach. His ability to read and analyse behaviours is outstanding. The impact of his time with me has helped me trust my structured and logical approach as a coach. Stefan's ability to facilitate thought processes is excellent and I wouldn't hesitate in recommending him to any business requiring progressive performance through quality coaching”.

Ehsan Kiani – VP Head of Retail Banking at Habib Bank AG Zurich

“f you've been considering trying out some 1:1 coaching, I can wholeheartedly recommend you have a chat with stefan Powell who has *massively* helped me work out how I can thrive, do my best possible work and help everyone I'm working with do the same”.

Janet Hughes – Programme Director for Future Farming & Countryside at DEFRA

"After Meeting Stefan it was his passion to understand the business and work with us as a partner...Stefan has been really valuable in guiding us as a company on our journey of cultural change, his passion to ensure we succeed as a company shines through...Thank you, we look forward to our continuing journey" **Paul Hunt - Managing Director - Phoebus Software Ltd**

“I had the huge pleasure of working with Stefan over 10 fortnightly coaching sessions to help me establish myself in a new and very challenging senior leadership role. Stefan created a perfect balance of safety and challenge from the start, so that I was able to start learning and making progress from the first conversation. His unique combination of warmth, care, skill, wisdom, humour and compassion shine through and make him a joy to work with. He somehow knows exactly when to stop and when to push you a bit further, and has an incredible knack of asking simple but really insightful questions — some of them stuck with me for months and completely changed the way I was thinking about the challenges I was working through. All in all, he was brilliant and I'd recommend him to anyone without hesitation”

Janet Hughes – Programme Director for Future Farming & Countryside at DEFRA

"Stefan is a 'master of his art' as well as an excellent coach and I would recommend him to anyone..."

Ian Bradley - UK Business Continuity & Resilience Manager Santander UK

"Stefan is a very skilled and talented coach who is able to use a broad range of techniques to get to the heart of any issue. He has a very reassuring, confident and diplomatic manner that instantly builds trust and respect whilst still remaining impartial. Having worked with him recently I felt fully engaged and energised throughout, and he helped me to rationalise some complex business issues using multiple perspectives. A powerful and inspirational motivator-don't hesitate to work with him!"

Rav Bagri – National Sales Manager Commercial – Nationwide Building Society

“They say you should surround yourself with positive people. If I could choose just one person it would be very easy, it would be Stefan. I needed Stefan to help me to be more effective and drive the results. I can't praise and thank him enough for inspiring and motivating me. Whether you are an individual or a group Stefan is someone I would recommend to everyone.”

Karen Sampford – Insurance Agent - NFU Mutual – Wantage

“Stefan's enthusiasm coupled with his professionalism and clarity brought the value of coaching alive for me. Whatever the question or scenario, Stefan can provide clear answers using real situations. This is someone who has "walked the walk" and can deliver real insight from real experiences. After my time with Stefan, I left enthused to take what I had learnt back into the company, not only to support my colleagues but to help refocus my own goals”

Stuart Milne – Account Director – Royal Mail

Next steps

If you'd like to speak with Stefan to discuss your needs please drop him a note via the details below.

He Looks forward to hearing from you.

Stefan

Stefan Powell - Executive Coach, Leader and Artist

Email: hello@thelittleboatlow.co.uk

Mobile: +44 (0) 7736942382

