

VanessaWilliams

CHANGE MATTERS



Unleashing the potential within



The Williams Partnership is a business consultancy led by Vanessa Williams

Our approach is to start with 'stepping into your shoes' to find out what you want to address and the results you are after. From there, we design a bespoke solution to get you to where you want to be which is rooted in fresh thinking and influenced by our experience and knowledge.

Our aim is to help you break new ground to achieve the required results and to exceed your expectations.

Change can be hard. By working collaboratively with you, we can identify some of the forces at play, take steps to enable individuals transfer their learning and sustain the changes you seek to make.

We also collaborate with a network of talented consultants who work alongside us depending on the needs of the client and each specific assignment.

These are some of the ways in which we can help you:-

- **Influence, Impact and Relationship management**
- **Team development**
- **Leadership development**
- **Executive coaching**

These are some of the organisations we are proud to have worked with recently



GLYNDEBOURNE



OneFamily

EQUINITI

MATCHTECH GROUP PLC

We offer powerful development solutions to your business issues that deliver results.



“What I love about team coaching is the opportunity to work with people in the moment on real business issues. People get to see it ‘as it is’ and find the small steps to making a big difference.”
(Vanessa Williams)

Developing teams

We help teams deliver better results in 4 ways;

1. One to one Coaching for the team leader; often for those new to a team or new to leading teams. Typical learning includes: how to manage change, to improve relationship, to increase customer satisfaction, engagement or performance, devolve decision making and collaborate with other teams

2. Team Leadership skills workshops for team leaders to develop the awareness, knowledge and skills needed to shift their team into being a high performance team. Typical areas covered include: -

- 6 eye model for assessing factors that impinge upon a team’s performance
- The differences between teams and working groups
- Criteria for effective team working
- How to interpret and improve team dynamics
- An approach for managing change

3. Bespoke team development events which are often aimed at either building trust, relationships and performance or achieving a specific task such as a new strategy

4. Systemic team coaching. This is particularly helpful where a ‘one off’ solution won’t work; for example, for mending relationships, changing culture and/or working practices. It improves individual, team and inter-team working bringing about profound changes in behaviour across the system.

It involves working with the team when everyone is in the room and when they are not, paying attention to aspects such as how they collaborate, the extent to which they have a common purpose and shared objectives and issues relating to their external stakeholders.

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We call our approach ‘The White Water Programme’. Life in business has never been more uncertain. What does seem constant is the pace of change and the pressure to exceed the previous year’s targets. Our programmes enable leaders to navigate this uncertainty; to steer the ship and keep everyone not only on board but giving of their best.

Typically, our programmes run over **three short modules**, supported by one to one coaching, structured around the self, the team and the organisations as follows: -

“I really love watching managers and technical experts grow into leaders over a series of short workshops. Many have ‘light bulb moments’ on the way.”
(Vanessa Williams)

1. People leave module 1 clear about their role as leaders, what is expected of them and how they stack up. They have a better understanding of how they come across, how to connect with people and have fruitful conversations. They also know where their learning edge lies

2. People leave module 2 equipped to get better results through others and to take their team, or direct reports, to the next level. They will delegate more effectively and devolve decision making more wisely. They will also work more effectively with other teams and stakeholders

3. Module 3 gets leaders thinking strategically and systemically which improves their decision making, their ability to provide direction and respond to customer demand. They learn how to manage change and break out of silos.

Executive coaching provides an opportunity for deeper exploration, insight and new ways of thinking, skills building and knowledge exchange aimed at enabling individuals become more effective and fulfilled in what they do.

We coach leaders across a wide range of business sectors helping them address the challenges they face in a fast changing, pressured and complex environment. Typical examples include working across cultural and geographical boundaries, leading change, building high performance teams, working strategically and managing challenging relationships.

We employ a variety of approaches which include: -

- Gathering data, including feedback, from selected key stakeholders both before and after the coaching to identify strengths, set and evaluate the coaching agenda
- Facilitating a 'three corner contract' with the 'coachee' and their organisation

- Invite insight, reflection, new approaches, develop new skills and strategies
- Use the coaching relationship itself as an opportunity for experimentation and increasing awareness
- Holding the individual as part of a system and helping them explore how their experience might inform their thinking about the wider organisation and the decisions they take.

A typical coaching programme includes six to ten sessions of two hours over six months and progress is reviewed regularly. Some sessions are by Skype; for those working at a distance as this often mirrors their ways of working.

Influence, Impact and Relationship management

We run bespoke 2-3 day programmes that enable people to increase their effectiveness and improve the quality of their relationships.

Target audience; those in a technical, professional, management or leadership role

Some of the benefits you can expect:-

- improved success in getting what you want
- the confidence to have a kind of conversation you have not had before
- tools for conversations you find 'tricky' conversations
- improved impact and awareness of how you come across
- tips to influence more effectively by webinar, telephone and email
- skill in both giving and receiving feedback
- tips for managing yourself through any high stress moments
- a tried and tested action plan for a specific meeting



DAY ONE

(often over two half days including a webinar) introduces key principles around influence, raises awareness to impact and own style and improves skill in observing others. Participants identify what specifically they want to do differently with the support of 360 feedback obtained beforehand.

DAY TWO

focuses on developing awareness and skill in a range of behaviours through coaching and feedback. Principles of strategic influence and tactics for handling conflict, games and resistance are discussed prior to planning and rehearsing an important work conversation.

HALF TO ONE DAY FOLLOW UP

(often includes conference call or webinar) About 4-6 weeks after the programme participants consolidate their learning by means of activities for skill development, reviewing their experience back at work to sustain their progress and identify further options.

About Vanessa Williams

- A Business consultant with expertise in leadership, team development and executive coaching
- Holds an MBA and has a keen interest in Organisational Transactional Analysis
- Often described as perceptive, a great listener who quickly gets to the heart of the underlying issues and who balances challenge with support

Vanessa has significant experience in the areas of Leadership and team development and executive coaching. She blends a systems perspective and psychological understanding with solid business knowledge and experience. She is an NLP Practitioner and licensed to use a number of psychometric instruments including the Torbert Leadership Framework and Myers Briggs personality type indicator.

Code of Ethics

As a member of the International Transactional Analysis Association, Vanessa adheres to their code of ethics which includes participating in regular professional supervision.

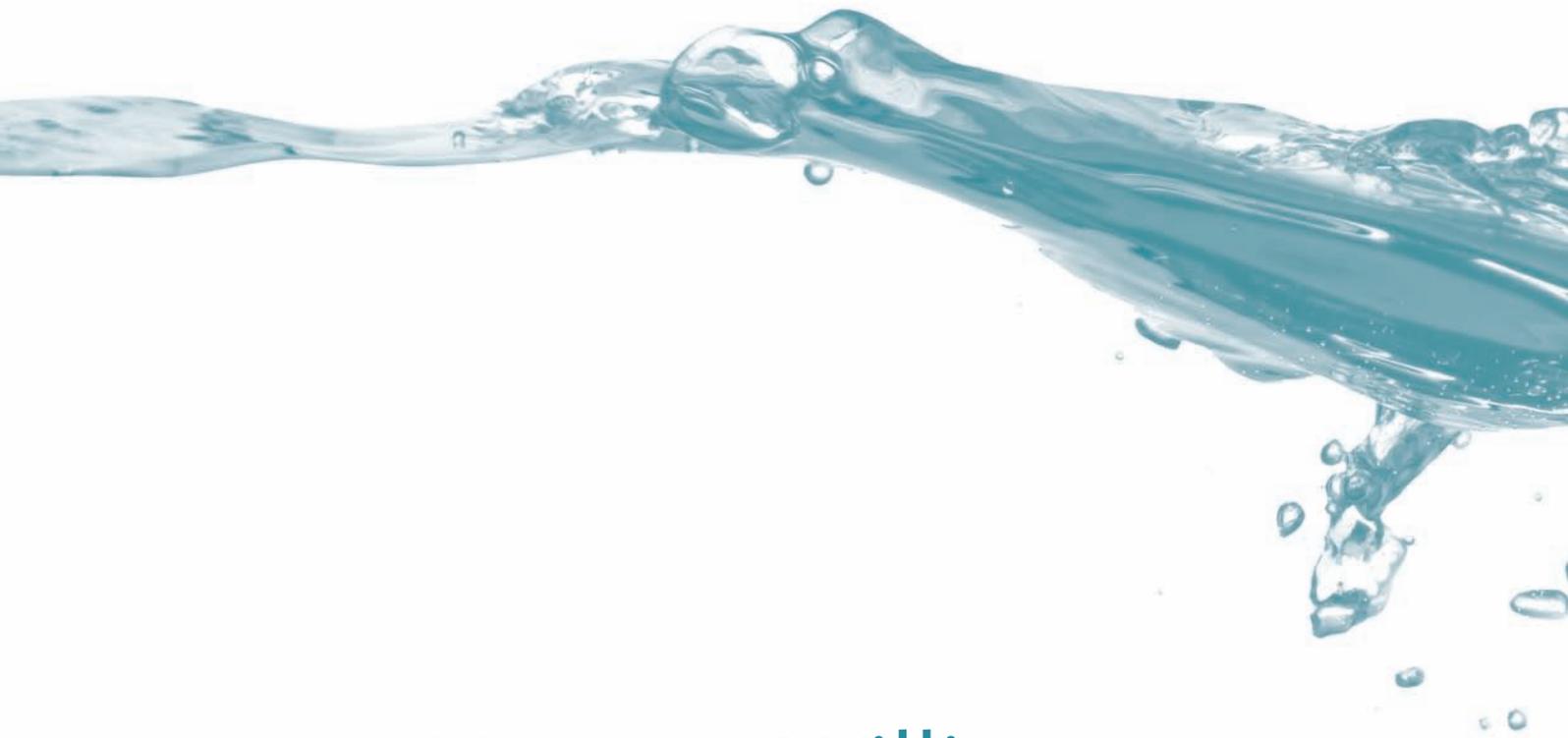


How to get in touch

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“What I love about this work is that people come to see that by making some small adjustments, they can make the changes they are looking for. Many come onto my programmes not having had clear and specific feedback before and it is a pleasure watching them get some powerful insights and leave feeling really clear about what they want to do differently.” (Vanessa Williams)





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www.thewilliamspartnership.co.uk