

update

enthum | coaching news

Enthum Newsletter

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dear colleague,

We're sometimes asked how coaching works, and so we thought it could be useful to read about one client's first time experience.

On the Enthum Couch - Lilliana Gibbs

Article by Alex Leith, reproduced with permission from Viva Lewes magazine

I meet Lilliana Gibbs in a room on the first floor of Pelham House. In the room there is a couch. I sit on the couch. I don't know quite what to expect here: Lilliana is about to give me some business coaching. She's from Enthum Coaching and Consulting, which does that sort of thing. Enthum comes from 'ENTerprise' and 'HUManity', meaning they deal with people and businesses.

I've been wondering what to expect; what she'll uncover. Will I tell her about my untidy desk, and she'll trace it back to an episode in my distant childhood? Will she identify some character flaw, which, once out in the open, will enable me to earn loads more money? I'm slightly nervous, truth be told.

She tells me about the coaching process. How it's generally either about moving towards something, or moving away from it. About raising awareness, exploring context, and identifying key issues. It's about facilitating change. She tells me this, in a just-detectable antipodean accent, by the way, which is vaguely reassuring, somehow. If it had been Californian, I think I'd have switched off by now.

"We've worked out four different basic types of coaching," she continues, "depending on the client's need." 'Clarifying', it seems, is working out what the issue is. 'Behaviour change' is about stopping, starting or modifying behavioural patterns. 'Exploration' is looking at the best way to tackle a situation, working out alternatives, and seeing something from a different perspective. "Discovery" she says, "isn't so much problem-related as big picture stuff; it might be what else you can learn about yourself."

"I want 'discovery'", I think, warming to the task. And how I warm. Lilliana's method is to tease things out of me gently. She's a positive presence, and I quickly relax. Sat next to me, on a chair, she prompts, rather than interrogates, and pretty soon I find myself talking about my business in a way that I've never talked about it before. After a while I start realising that, essentially, it's me who's asking the questions. And that, strangely, makes it much easier to answer them.



I'm not going to talk about the specifics of my 'case': that would be telling. Every business has its knotty problems that seem impossible to tease out. Every business has doors shut in the way of its progress, which you can't find the key to.

I'm still not sure if this was me or her, but we reach a point where we're looking at the positive aspects of the business, working out why they're positive, and discussing whether we can apply the same positivity to the more problematic areas. And, hey presto, I realise, there isn't any reason why not.

Due to popular demand.....

The ***Intuitive Leadership workshop*** we held in July, it is being expanded to a 2-day residential workshop this winter.

The future belongs to people who can think creatively, respond intuitively and collaborate imaginatively. Extensive research supports the need to develop our minds in a different way – expanding beyond our reliance on pragmatic, logical processes and growing our spontaneous and creative thinking. ***Intuitive Leadership*** explores creative ways to develop and apply these capacities.

'..exceeded my expectations, really encouraged reflection and development of a different perspective'

'I have a renewed confidence in my intuition and judgement'

'.. I gained access to some deeper understandings that I was previously unaware of.'

Location and dates to be confirmed soon, but please contact us in the meantime if you want to know more

Interesting finds we like to share:

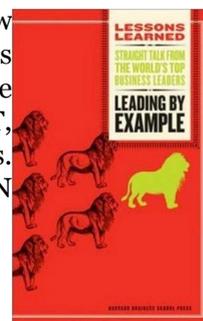
Talk - **THE TRUTH ABOUT MOTIVATION**

Daniel Pink is the author of A WHOLE NEW MIND, one of our favourite books. Here he's talking about what it is that genuinely motivates people, which is not how most businesses operate.

http://www.ted.com/talks/dan_pink_on_motivation.html

Books – **LESSONS LEARNED**

Get the insights from the world's most accomplished business leaders on how they tackled their toughest challenges. Published by The Harvard Business Press, **Lessons Learned** are a series of great little books on topics like MANAGING CHANGE, LEADING BY EXAMPLE, MANAGING CONFLICT, HIRING AND FIRING MANAGING YOUR CAREER, and many others. Concise, bite size stories make perfect train reading. (ISBN 13:978-1-4221-1861-0)



All best wishes,

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