



KinchLyons

where psychology means business

Transforming how
people experience work...
for the better



WHO WE ARE

KinchLyons is a leading global supplier of innovative scientific assessments that help transform the way individuals, teams and their organisations experience work for the better!

We develop and maintain collaborative relationships with organisations, coaches and trainers by using cutting edge thinking and fresh insights to support you to support others!

OUR VALUES

Our *integrity* means we always have our clients' best interests at heart. We bring *energy* to motivate our clients and *innovation* to provide a service that incorporates cutting edge research and thinking into our practice. Our *agility* helps us to meet client needs as quickly and easily as possible.

HOW WE WORK

Executive Coaching - The power of positive psychology lies at the heart of our coaching programmes. We use positive psychology techniques to build on our clients' strengths and enable them to be more engaged and more productive within their organisation. We use a solution-focused approach to help clients find solutions rather than problems and find positive ways forward rather than examining barriers.

Our coaching philosophy is that client and coach work together in a trusted partnership, where the coach's primary role is to facilitate the client's thinking. The process is designed to have a continuous, positive influence on the client's self-awareness, motivation, performance.

KinchLyons have experience of developing and delivering coaching programmes with of host of national and multinational companies. Our approach is flexible, and we will work closely with our clients to deliver a coaching programme tailored to the client's, and the organisation's, needs.

We emphasise empowerment and continuity, by encouraging clients to take ownership of their own development and providing them with the tools to continue to do so throughout their careers.

COACHING METHODOLOGY

1. Aligning Objectives and Defining Success

- Initial sponsor meeting (with HR/L&D, Manager and Coach) to discuss objectives and define success.
- Initial meeting with coach and client to discuss and align objectives and define personal success.

2. Data Collection and Relationship Building

- Innovative talent tools as an initial measure of participants' self-awareness of relevant attributes and abilities, and as a framework to measure initial discussion during participants' coaching sessions. This may include a 360° assessment where appropriate.

3. Assessment Debriefing and Behavioural Coaching

- Individual debrief based on psychometric assessment results to identify areas for behavioural change. These will include development opportunities and strengths to leverage.
- Coach and client meet for a series of 1:1 60-minute or 90-minute sessions. The first few sessions few sessions will be close together, a couple of weeks apart; with subsequent sessions a month or so apart to allow clients time to initiate and practice change.
- 3-Way meeting with coach, client and sponsor mid-way through coaching process to discuss progress and change to date.

4. Transition and Sustainability

- 360° assessment to gain full perspective on development, gauge impact to date and inform action planning.
- Action Planning to create a formal, written development plan.
- Scheduling of follow-up meetings between client and sponsor.
- Final meeting between coach and client.



TALENT TOOLS

Our exciting, innovative and scientifically valid talent tools can be used to measure individuals and businesses to help them recognise their current state, so we can guide them toward their desired destination.

The following assessments can be used to enhance the individual coaching process:



TEAM COACHING

Our team coaching programme comprises of two innovative, scientifically valid and reliable frameworks - Team Turbine and the EQ360 measure of emotional intelligence.



TEAM COACHING METHODOLOGY

1. Aligning Objectives and Defining Success

(Leader Meeting)

- Meet with team leader to gather preliminary information on the team and its members.
- Discuss concerns or issues currently facing the team.
- Define a successful team coaching intervention from the leader's perspective.

2. Aligning Deliverables and Defining High-Performing Team *(Team Meeting)*

- The team outlines its strategic imperatives and business deliverables for the next 12 months and impediments to success.
- Discuss what a high performing team would look and feel like.
- Review team coaching process, the science behind high performance, and tools with all team members.

3. Data Collection

- Each team member completes an online and confidential team turbine assessment of the team.
- Each team member participates in an individual EQ360 assessment.

4. Individual Feedback

- After 2/3 weeks, each team member receives an individual report with strengths, areas for development, and recommendations to maximise their contributions to the team based on results of the EQ360 leadership report.

5. Team Feedback

- KinchLyons presents the team results and facilitates a discussion on how to take action based on the feedback.
- Team members share their feedback with their manager.
- Team members share their feedback with the team and make a public commitment of the changes they will enact.

6. Team Coaching Work Sessions (optional)

- KinchLyons coaches the team at regularly scheduled team work sessions for 8 months and provides real-time feedback on how effective the team has been in implementing the actions they committed to as a team.

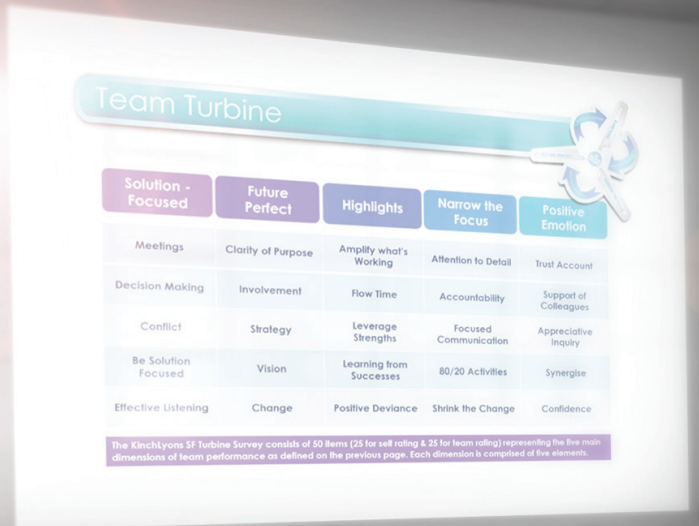


TEAM TURBINE

The Team Turbine gives a fresh and positive approach to change and team development that draws from the world's best leadership, team, and change experts. It allows individuals, teams and leaders to build resilience, improve communication, collaboration, innovation, engagement, make better productivity choices, and bring a focus to their most important goals.

It consists of five main dimensions of team performance: solution-focused, future perfect, highlights, narrow the focus, and positive emotion.

Teams will be able to address what's most important to get right, examine their mind-set when approaching problems, better understand their strengths, become clear on the key activities that are most necessary for them, and ensure the team are displaying confidence, initiative, and innovation.



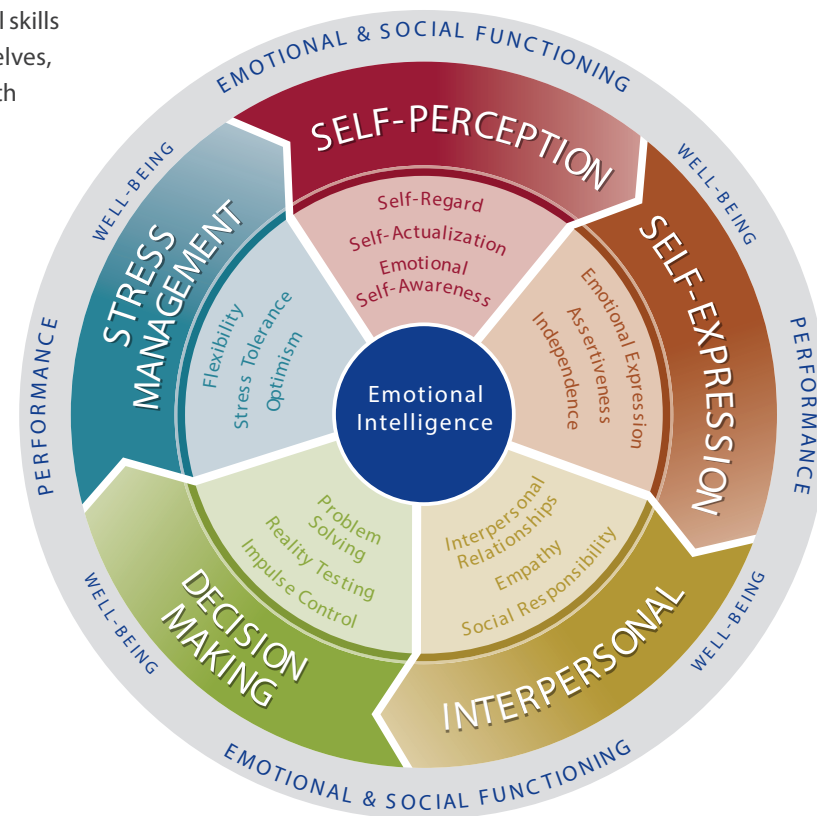
EQ360

Emotional Intelligence (EI) is a set of emotional and social skills that influence the way we perceive and express ourselves, develop and maintain social relationships, cope with challenges and stress, and use emotional information in an effective way when making decisions and solving problems.

Research has found that EI is highly predictive of leadership success. The EQ360 is a scientifically valid and reliable assessment of emotional intelligence, which allows colleagues to give their observations on the social and emotional skills of their team members.

Participants can gain insight into their strengths within the four main pillars of a strong leader: **authenticity, coaching, insight and innovation.**

This assessment allows a deep dive in terms of gaining self-awareness.





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