



An individual, cognitive behavioural coaching programme for executives and business leaders who aim to

- Transform their performance
- Remove performance blocks
- Get out of their own way
- Work at their most effective
- Be the best version of themselves
- **Achieve goals and get results**

Through an in-depth capability assessment and one-to-one coaching sessions, Kirkpatrick Consulting uses the PRACTICE framework (Palmer 2007,2011) to facilitate performance awareness and deliver strengths-based performance breakthrough.

PRACTICE

- P Performance related issue** - Problem identification & purpose of coaching
- R Realistic** - Development of SMART goals
- A Alternative** - Generation of other options & alternative solutions
- C Consideration** – Considering the consequences of action / non action
- T Target** – The most feasible solutions
- I Implementation** of
- C Chosen solutions**
- E Evaluation** - Of results

Performance Breakthrough combines human to human and technology interface, using coaching platform *Quenza* to record goals and track results over the course of a coaching programme.

*“My approach is to work **with** the coachee, giving time and space for self-reflection, self-problem solving and goal setting. **Performance Breakthrough** is designed to provide individuals with the capability to manage their mindset and behaviours to align with the goals and outcomes they seek to achieve. Through gaining an understanding of their strengths and working style preferences coachees become aware of the capabilities they can access to help them reach their goals”*

Performance Breakthrough promotes employee engagement, self-confidence role effectiveness, career sustainability, job satisfaction, health and wellbeing