



Lead



Inspire



Coach



Develop

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# Our Clients



# About Jack Russell Coaching: Creating Positive People

Sometimes we can get stuck in a rut and start to repeat behaviour patterns that define the way we live our lives and do our jobs. It may limit our achievements but it's inevitable. It's human nature. A leopard can't change its spots... or can it?

At Jack Russell Coaching we believe that mindsets, attitudes and longstanding behaviours are learned, and CAN therefore be changed. If we understand what's holding us back and how to challenge these constraints, we allow ourselves the freedom to shake off old habits, develop positive new ways of thinking and reach our full potential.

The techniques we use are rooted in positive psychology and delivered through a range of channels including coaching, theory and experiential learning. We aim to inspire, coach and develop positive leadership. We help our clients to create, contribute to and lead motivated, enthusiastic, productive teams and communicate effectively, achieve great things and make a positive contribution to society.

We have an inspirational team of experts with a wide range of experiences and skills such as outdoor leadership, coaching, teaching, psychology, neuro linguistic programming, motivational speaking and military service. They all bring a unique set of experiences, that together form a powerful knowledge base for our clients to tap into.



Jack Russell

Our coaching programmes are lively, varied, fun, engaging and thought provoking. They can be theoretical or practical, indoors or outdoors, or a complete mixture – whichever suits the clients we're working with and will help achieve their desired outcomes. Most importantly, they equip individuals, teams and leaders with the tools to make positive changes in their lives.

20 years of world class leadership and coaching over 100,000 people from Olympic athletes, Royalty, military, NHS and top level leaders

# Jack Russell Coaching Team



**Jack Russell**

Motivational Speaker, leadership coach and adventurer: MD of Jack Russell Coaching, Jack is driven by a passion to lead, coach, inspire and develop people.



**Dr Sarah Russell**

Company Director and Jack's wife. Sarah also works as a GP. Sarah has a passion for helping others improve their lives.



**Rachel Symns**

Head of Programme Development and works alongside Jack as a presenter, facilitator and coach Rachel has a passion for the outdoors and supporting positive change.



**Sarah Crook**

Always positive and has time for everyone, Sarah has the perfect blend of positive energy and attention to detail.



**Paul Turner**

Paul aka 'The Bullet' provides expert technical support on courses. He is an Ex-Royal Marine and a real safe pair of hands.



**Isabelle Geran**

Izzy is working with us as an assistant facilitator and coach. She is a successful horsewoman and outdoor enthusiast who has travelled around the world. She brings enthusiasm and positive energy to every course she works on.



# Testimonials

## **Peter Elliot**

Executive Head teacher  
Bridgewater College Academy 26.07.16

*"Jack has worked with Bridgewater College Academy for a number of years. In that time, he has worked with challenging students, on staff inset days, with my senior team and with me as a coach. He has a natural ability to connect with people, understand where they are and help them to get to where they want to be. On a personal level, Jack's intervention has helped me create a personal strategy to set my leadership goals and achieve greater balance in my life. I would recommend him highly to work with senior leaders in a coaching and mentoring capacity."*

## **Kate Perkin**

Programme Director, Outset Cornwall  
July 2018

*"I've attached the client feedback from Thursday's event and as you will see it was fantastic. I'm exceptionally pleased with how well the day fit the brief and that the clients who attended got so much out of it. You both managed to make adult learning great fun, a rare talent in my experience. It is clear that the clients weren't only inspired, the day increased their self-awareness, their self-belief in what they could achieve, if they tried to look at things and communication in a different way. I've no doubt they headed home with a greater sense of motivation and enthusiasm. All in all an absolutely excellent development day, as far as I am concerned it was money well spent. I wouldn't hesitate to recommend Jack Russell Coaching to other organisations."*

## **Paul Gale**

Divisional Director, Interserve Construction Ltd

*"I have worked with Jack and the team at Jack Russell Coaching for the last 15 years with various teams and organisations and I have always found the experience to be extremely beneficial to both staff development and team dynamics"*

*"We have completed specific sessions on Coaching & Mentoring building upon the knowledge from 'Insights' and looking further at Motivational Maps and Communication techniques"*

*"I have no doubt that the training we have received from Jack and his team has shown demonstrable benefits to the South West Interserve team and I look forward to undertaking further workshops in the near future."*

## **Laggi Diamandi** FCIPD, AoEC

Foster & Partners  
Associate Partner, Learning & Development

*"I've worked with Jack and the team for more than 6 years across two companies and will keep going back for more. Each interaction, whether it's a team day or a one-on-one, there is energy and process from beginning to end. Jack's love of team development is contagious, and his ability to generate and capture ideas is a marvel. He's an inspiring, natural born teacher, whose methods are clear and convincing. His sessions are smart, useful, and entertaining. It's tough to keep an audience of architects away from their desks for 90-minutes let alone a day, but Jack not only keeps them engaged, he also captures their imaginations."*



# Team Development: 1 Day Programme

Give your team an experience they will always remember. Our unique blend of theory and practical tasks will help them discover the way to work more efficiently and collaboratively. Create a team that will be ready to go back into the business with a new-found passion and enthusiasm.

## Example Programme:

### Bee Inspired

A talk on the benefits of positive psychology within the team.

### Team Task: Rollerball

A task to challenge silo working and highlight how important collaboration is to get the best results.

### Interpersonal Skills

An interactive session to give teams the tools to connect, communicate and adapt behaviours using Jung's theory on personality types.

### Communication Task: Colourblind

A complex communication challenge designed to encourage delegates to work together to solve the task.

### Collaboration Task: Planks

A high-energy task to show teams how personality types can be highlighted when the pressure is increased.

### Leadership Task: Stepping Stones

Select someone to lead a collaboration task and experience how an efficient team can be effective at solving a challenge (indoor or outdoor).

### Motivation for the future

Look at individual drives and positive focus for the team. Strategies to motivate your people?

### Coaching Task: Crack the Code

Coach each other to achieve success. A brief introduction to how you can guide and support your team members with coaching, a powerful tool to improving performance in a team.

### Action Plan

Embed the days learning back into the business with a team charter.



“Create a team that will be ready to go back into the business and with a new-found passion and enthusiasm”





# Insights Discovery®: 1 Day Programme

Improve your team's interpersonal skills with this course which is designed to bring the Insights Discovery® profile to life. This interactive and engaging day is guaranteed to improve working relationships by teaching delegates how to connect, communicate and adapt behaviour. "Treat people how they would like to be treated, not how you would like to be treated."

## Example Programme:

### Personal Effectiveness

Use your brain for a change – Jack's talk based on positive psychology, delivered in an inspirational and interactive way. The session helps develop positive personal and team strategies for everyday work scenarios.

### Team Task: Colour Blind

A communication task to engage the team.

### Insights Discovery

Understanding the four core energies. Recognising type in others and perception feedback. An interactive session to introduce the Jungian theory behind the profiling.

### Strategic Task: Planks

A high energy task to highlight the varying personality types within teams.

### Insights Discovery Wheel

An opportunity for the team to place themselves on the wheel. We will explain the different aspects of the Insights Discovery Wheel and the relevance of positions on the wheel. Delegates will also gain an understanding of where others see them.

### Insights Discovery Profiles

Delegates will gain a deeper understanding of the way they perceive and interpret the world around them. They will also have the opportunity to coach one another using the profiles.



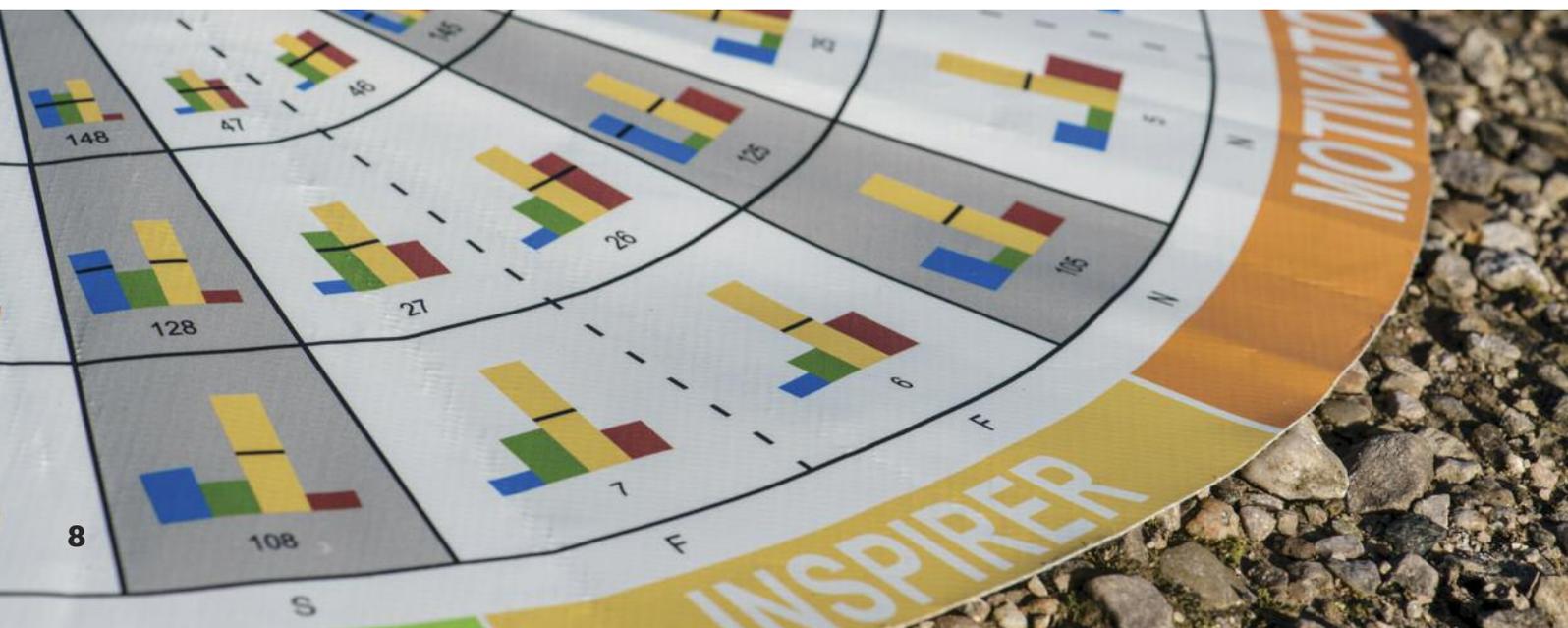
### Strategies for Embedding Learning

The team to develop a charter for future communication, connections and strategies to adapt.

### Motivation for the Future

Jack concludes the day by looking at individual motives and the difference positive focus makes to the success of targets.

"Interactive and engaging day guaranteed to improve working relationships by teaching delegates how to connect, communicate and adapt behaviour"





# Insights Discovery Full Circle® & Motivational Maps® 1 Day Programme

The next step on your team's journey is to understand how powerful feedback can raise performance. How do people know if they are getting it right or wrong if you do not have a strong culture of feedback? How are you showing up? Delegates are asked to fill in an Insights Discovery 360® profile for their colleagues and the results are a true insight into what we can all work on to improve performance. Do we really understand what is driving our people? Motivational Maps is a clever tool based on Maslow, Hertzberg and the Enneagram. It is a language for motivation that will also give a motivational score for the individual and the team.

## Example Programme:

### The Art and Science of Motivation

Maslow's theory of hierarchical needs and motivational drivers.

### Personal Mind Maps

A look at what drives people.

### Motivational Maps

What do the profiles mean? A session to understand your motivational needs and how to motivate those you lead.

### Presentations and Graffiti Wall

Individuals will have 2 minutes to present to the team their motivational drivers. Graffiti wall, a creative look at the business.

### Silhouettes

A task designed to show the structure, relationship, roles and responsibilities within the team

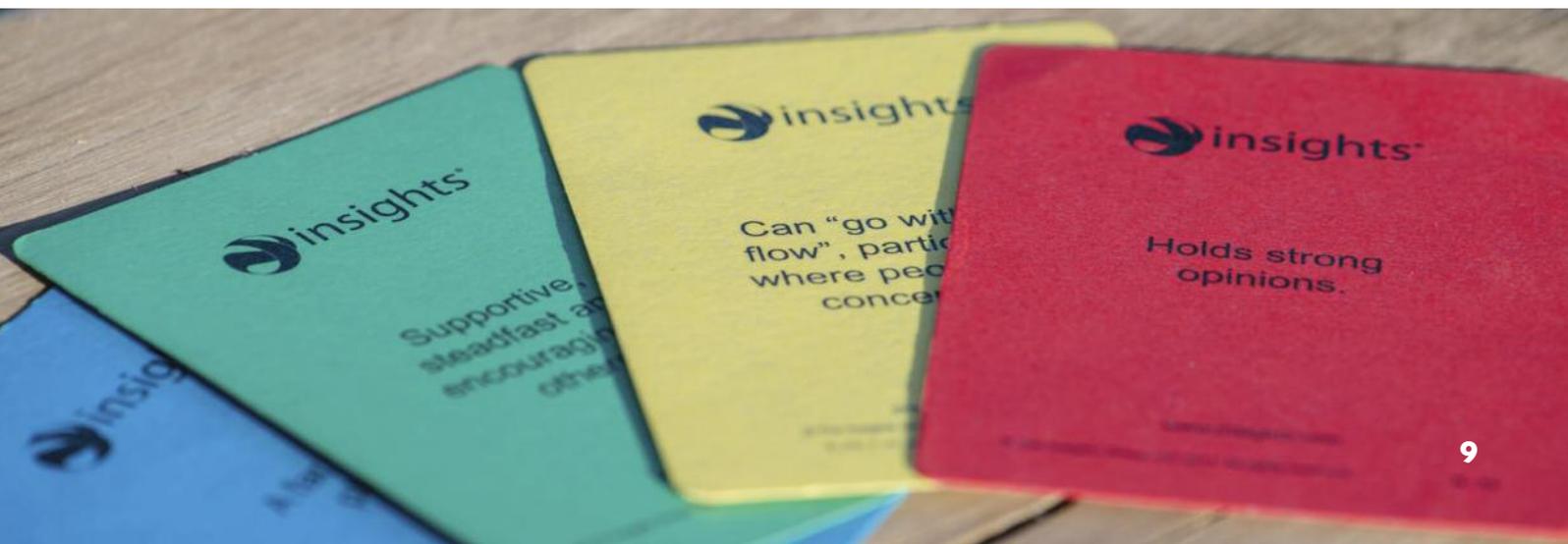
- 1) Value in the £ per individual
- 2) Roles and responsibilities
- 3) Areas for improvement
- 4) Unique responsibilities
- 5) Coaching needs
- 6) What will you do to achieve the business goal?



### Insights Discovery Full Circle and Coaching

We will establish an understanding and get the most out of the profiles. Using the Insights Discovery framework these profiles compare perspectives in a positive and non-threatening way, reinforcing strengths and development areas and looking at how we will use the feedback productively as leaders back in the business.

“The next step on your team's journey is to understand how powerful feedback is to raise performance.”





# Leadership Skills: 2 Day Programme (Outdoor)

Take your team away from the business for two days to explore what leadership means to them. This programme will give leaders the tools and the opportunity to put into practice newly developed skills. We use challenge by choice and take people out of their comfort zones to form strong interpersonal relationships as well as develop themselves as leaders.

## Example Programme:

### DAY 1

#### Lessons from The North Pole

A talk on Jack's experience at the North Pole with a dysfunctional team.

#### Team Task: Rollerball

Challenges the leadership and collaboration of the teams.

#### Management v Leadership

The theory behind Function; Style; Situational; Attitude.

#### Leadership Discussion

Task, team, individual and review process.

#### Task: Steeple Chase

Outdoor task to work towards effective team work, leadership and planning.

#### Leadership skills and strategy

How do you show up as a leader? Learn the eight competencies of leadership: Motivation; Communication; Role Model; Action in Crisis; Emotional Intelligence; Aligning the Team.

#### Radical Candor

An introduction to the art of effective feedback and when to use it.

#### Dyadic Encounter

A guided conversation to help understand how to 'care personally' for someone.



### DAY 2

#### Dartmoor Preparation

Navigation Talk / Planning / Hustings.

#### Moor Challenge: A Business Strategy Experience

A challenge out on the moor to galvanise the team, they will need to pull their resources, skills and talent to achieve the goals.

#### What's involved?

- Planning
- Navigation
- Organisation
- Responsibilities
- Communication
- Team Leadership
- Team Roles and responsibilities
- Divergent Thinking
- Timings and Logistics
- Tasks

#### Exploding Box

A dynamic and dramatic finale to the day.

#### Personal Call to Action

What will you do, when and why?

#### Hotseat

A powerful feedback session using Radical Candor to understand what delegates can do to improve performance back in the business.



# Leadership Skills: 3 Day Programme (Outdoor)

Highly recommended these three-days will be a powerful leadership journey for your team. A blend of indoor and outdoor experiences with theory and practical application. Create a deep understanding of leadership competencies, styles, function and attitude. Grow your leaders with this powerful course to bring out the best in your people.

## Example Programme:

### DAY 1

#### Positive Mindset

How will you show up? A lively and engaging talk to invite a positive and engaged mindset.

#### Team Task: Rollerball

Are our teams working in collaboration? An outdoor task highlighting the effects of silo working.

#### The Insightful Leader

Can leaders be more effective by walking the wheel and using all four colour energies to connect, communicate and adapt behaviour to get the best out of their teams?

#### Communication Task: Colourblind

A complex task to test communication skills and leadership.

#### Wistman's Wood Challenge

Get the team onto the moor to complete a variety of tasks and challenges. Experience the conditions on the moor, radio procedure, leadership skills and team dynamics.

#### Dyadic Encounter

A guided conversation in pairs to really get to know each other's values, beliefs and behaviours. This exercise will highlight the importance of good interpersonal relationships.



### DAY 2

#### Leadership Task: Kasparov

A powerful practical lesson in the effects of micro management.

#### Dartmoor Preparation

Navigation Talk / Planning / Leadership Hustings.

#### Moor Challenge: A Business Strategy Experience

A challenge out on the moor and a practical leadership challenge to galvanise the team. They will need to pull their resources, skills and talent to achieve the goals.

*Continues >*



“Grow your leaders with this powerful course to bring out the best in your people”



### What's involved?

- Planning
- Navigation
- Organisation
- Responsibilities
- Communication
- Team leadership
- Team roles and responsibilities
- Divergent thinking
- Timings and logistics
- Tasks

### Exploding Box

A dynamic and dramatic finale to the day.

### Leadership Talk by Jack

- Eight Competencies of leadership
- Leadership style
- Personal leadership
- How to lead high performing teams

Set evening work on team / task / individual scenarios.

## DAY 3

### Leadership Task: Signlines

A complex communication and leadership task to open the day.

### Presentation Skills

Work on skills to complete a two min presentation set for evening work.

### Team Task: Stepping Stones

A challenge to highlight the need for planning and collaboration when leading teams.



### Leadership Skills

- Radical Candor: theory on how to get the best out of people with effective feedback
- Growth Mindset v Fixed Mindset
- Transactional Analysis: ego states and how they work for and against us
- System 1 & System 2: knowledge how to make better decisions

### Speedback

A quick moving session to discuss with colleague's performance during the course.

### One to One Coaching

Using the Insights profiles work with a colleague to make a personal commitment to improve performance back in the business.

### Course Review

Personal Commitments Presentations.

Foggintor, Dartmoor





# The Insightful Leader: 3 Day Programme (Indoor)

An intense indoor version of the advanced three-day leadership programme for high performing leaders.

## Example Programme:

### DAY 1

#### Introduction and Scene Setting

What are the outcomes of the course?

#### Leadership Task: Kasparov

A powerful practical lesson in micro management.

#### Leadership Discussion

How do effective leaders look, sound, think and act?

#### The Insightful Leader

Can leaders be more effective by walking the wheel and using all four colour energies to connect, communicate and adapt behaviour to lead others and to get the best out of their teams?

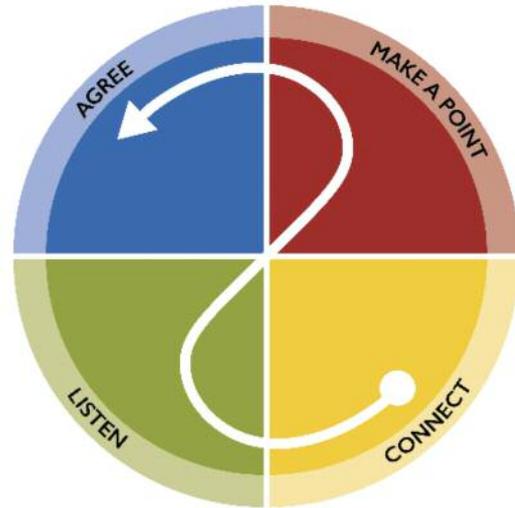
#### Leadership Task: F1 Car

A volunteer will lead the rest of the team to success with a high energy task.

#### Leadership Talk by Jack

- Eight Competencies of leadership
- Leadership style
- Personal leadership
- How to lead high performing teams

Set evening work on team / task / individual scenarios.



### DAY 2

#### Leadership Task: Roll Your Eyes

A task to challenge the leadership of a high performing team, looking at the culture of silo or collaborative working?

#### Presentation Skills

Two minute evening work presentations.

#### Dyadic Encounter

A guided conversation in pairs to really get to know each other's values, beliefs and behaviours. This exercise will highlight the importance of good interpersonal relationships.

#### Leadership Task: Bullring

Pulling together to achieve a common goal.

#### The Insightful Leader

- Who are you as a leader?
- Personality
- Character
- Body language
- The shadow you cast – leading with emotional intelligence

#### Theory Task: The Missing Missile

A theoretical task to highlight strategic planning and operational process.

#### Leadership Theory

- Situational leadership
- Strategic
- Operational and team

*Continues >*



### DAY 3

#### Leadership Skills

- Radical Candor: theory on how to get the best out of people with effective feedback
- Growth Mindset v Fixed Mindset
- Transactional Analysis: ego states and how they work for and against us
- System 1 & System 2: knowledge how to make better decisions

#### Leadership Task: Signlines

A complex communication task.

#### Discussion Using De Bono 6 Hats

Personal commitments to improve leadership performance in the business.

#### Strategic Money Task & Leadership Hustings

Using skills gained lead the team to work together strategically to earn a financial target by completing each task.

Tasks to be including:

- Model communication
- Equilateral triangles
- Discs
- Zin
- Black Box

#### Hotseat

Radical feedback on how individuals can improve performance back in the business.

“An intense indoor version of the advanced three-day leadership programme for high performing leaders”





# One Year Leadership Programme

Take your leaders and future leaders on a powerful year-long journey to explore, learn and embed leadership skills to futureproof your business' future. Let us ask you the following questions:

- What do you get back on every £1 you spend on people every hour?
- How motivated is your company?
- How well is your vision understood by the whole company?
- How effectively do people communicate within the business?
- Do you believe that by investing in your people you can increase the bottom line by 5%?
- How would you measure the attitudes of your people at work?
- Have you got a strategy to bring on the next generation of leaders?
- How many minutes a day are spent on coaching within the team?
- How are you perceived by others in the industry?
- How much time and focus are you spending on internal challenges compared to external opportunities?
- How effective are your leaders?

We would like to join you in a long-term relationship and guarantee that we can really develop your people and in turn raise the bottom line.

If all your leaders bought into Leadership Competencies, Insights Discovery, Motivational Maps and a Culture of Coaching, then imagine the efficiency, effectiveness and productivity you could be achieving.

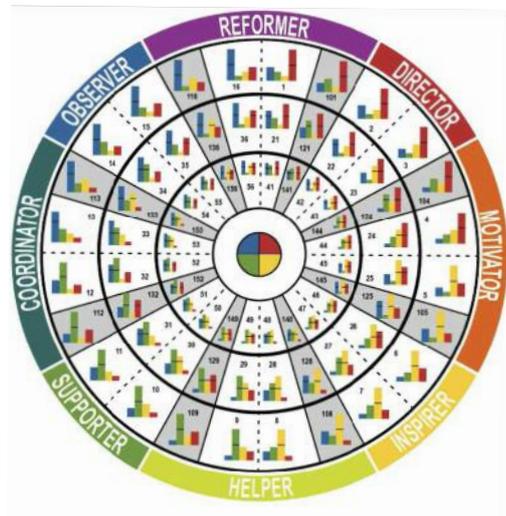
We propose a one-year plan that guarantees to support the leadership team. The vision/strategy would be to develop a team that are fully motivated and connected, this would consequently inspire their teams.

## In brief we would do this in the following ways...

- 1) A confidential or open survey – a survey/questionnaire for the leaders to benchmark where they are now, what skills they need and where they want to get to in the future.
- 2) "The key to commitment is involvement" – The leadership programme will ensure everyone is involved in the companies, beliefs, values and vision.
- 3) Upskilling the leadership team in eight competencies of leadership focussing on:
  - Motivation
  - Communication
  - Agent of Change
  - Creating Vision
  - Role Model
  - Emotional Intelligence
  - Action in Crisis
  - Aligning the Team
- 4) Embedding Motivational Maps/Insights Discovery/Insights Discovery Full Circle into the business.
- 5) One of the sessions will be for the senior team to run a team event for the whole company to practice what they preach and to galvanise the learning.
- 6) Creating a 'Culture of Coaching' so that the learning has longevity. Developing strategies to futureproof your business and bring on the rising stars.

*Continues >*





### Testimonial:

**Nikki Terry**

HR Manager Nu Heat 2017

*"The one-year leadership programme has increased our awareness, working better together and opened up opportunity. I am so pleased and proud, it has definitely changed our team positively I thank you from the bottom of my heart."*



### Example Programme:



#### INSIGHTS DAY

Using the Insights Discovery profile, we will introduce you to a powerful language for people and teams. This course will give you better strategies to connect, communicate and adapt behaviours.



#### LEADERSHIP SKILLS/STRATEGY DAY

An outstanding journey of self and team discovery. A day to inspire your leadership team to get the best from individuals within the business using a variety of experiential learning, tasks and challenges.



#### MOTIVATIONAL MAPS® AND INSIGHTS DISCOVERY FULL CIRCLE®

Using these tools we will give you a percentage as to how motivated your leadership teams are. Explore the nine motivators that will drive your leaders to a greater understanding of themselves and the others within their teams. We will take a look at self-reflection of individual leaders and receive valuable 360° feedback from others.



#### STRATEGY AND FEEDBACK

A day spent looking at what is needed to bring 100% satisfaction for all employees. We will look at company vision and values and embed these as they are key to the ongoing success of the company. Feedback is key to performance. How do we help get the very best from our peers and direct reports?



#### LEADERSHIP TWO DAYS OUTDOOR EVENT

A powerful outdoor experience with leadership theory. This complex programme will stretch your team and individuals to realise their true potential. We will take them on a journey through powerful and positive experiences that will include a mixture of theory, tasks and outdoor challenges. Our motto is "challenge by choice."



#### WHOLE COMPANY EVENT

A day designed by you for you for an experience for the whole company. Using the previously learned skills and strategies, we will give you the tools and equipment you need to design a fun and challenging day for everyone who works in your business. (Depending on your business size).



#### COACHING AND COACH THE COACH

Eliminate the need for external coaches by equipping your leadership team with the skill, knowledge and attitude to coach internally. We will help you to develop your own coaches who will gain the confidence to listen, set goals and thus you will truly thrive as a business with an embedded culture of coaching.



# One to One Coaching

“Helping people get to where they want to be, without doing it for them”

Coaching is a catalyst for change. A chance to recalibrate and look forward in a future focused and thought-provoking way. In a confidential conversation a coach enables you to explore the possibilities of what could be. A coach offers support and trust, listens without judgement and will work with you in a safe environment to set direction, goals and help you process your thoughts to improve your performance. An important part of this process is the accountability, “if I let you down you let me down” approach is how we achieve the goals and commitments that are made.

### We offer the following coaching options:

- 1) Executive Coaching
- 2) Business Coaching
- 3) Personal Development
- 4) Dispute Resolution

We can provide a long-term development programme of one to one coaching over a period of a year or more. This will help encourage strategies to enhance personal performance and develop crucial life skills in order to implement positive change in the individual or group mentality.

The one to one sessions will include a variety of tried and tested techniques which will include neuro linguistic programming, feedback and psychometric tests, rapport building, confidence building, interpersonal skills, positive state management and motivation, goal setting, action planning, stress management and relaxation tools.

### Testimonial of One to One Client:

*“My 1-2-1 with Jack has been an absolutely amazing and enormous turning point in my life. I met him in December feeling lost and miserable, completely lacking confidence and self-worth but knowing that I had to pull myself out of this negativity and rediscover the real ‘me’. From the moment we started talking, I knew that my 1-2-1 experience was going to help me turn the corner and focus me in the right direction. I was able to clear my mind of past issues and ghosts, leaving them swirling round in the ‘eddy’ of the local river – hugely cathartic! I have set positive and realistic goals for the future and in only three weeks, I am well on my way to achieving most of them and planning for my new business to take off in the next 2-3 weeks. I’m starting to set new goals and looking excitedly towards my medium and long term future. I still have my great memories of the past but I am no longer living in it. An incredible experience that I am so grateful for – thank you so much Jack!”*

After setting goals and creating action plans with the individual, your coach will follow the progress being made after each session by holding the participants accountable. This will include regular contact to offer extra assistance, guidance and remote one to ones.

You can select from the following options:

- 1) Half a day
- 2) Whole day
- 3) Year long (half a day every three months).





# Strategy and Company Values: 1 Day Programme

Do you know your next steps? Are your people clear of your direction and your values? We can help you align your team with a dynamic and creative journey to establish clearly what your organisations values and beliefs are. The journey will ultimately define your 'Culture and Values'. The key to commitment is involvement. By involving a cross section of the company in the journey people become signed up and loyal to the process.

## Example Programme:

### Introduction

Values are principles or standards of behaviour; one's judgement of what is important in life.

### What & How Does the Business Look Like; Sound Like; Feel Like; Think Like?

A barometer for the business.

### Team Task: Totem Pole

A creative task to engage the team in their understanding and perception of the story so far:

- Where are we now?
- Where we would like to be in three years
- Strategies to get there
- What hurdles may we face along the way

### Strategy Discussion

Put forward a case to present where your team/company needs to be in three years' time and the values that will underpin the journey.

### Values Task: Cave Rescue

This will highlight how colleagues must respect each other's personal values in a priority task where there is a need to collaborate to make an important decision.

### Values Wall

Team will vote for the top five values on the wall where we will test values for conflict/dissonance.

### Three Year Vision

Vision seen by individuals in four colour energies Fiery Red, Sunshine Yellow, Earth Green and Cool Blue.

### What, where, when and how will we embed this within the business

A discussion on futureproofing values and visions.





# Coach the Coach: 1 Day Programme

Futureproof your business by growing a culture of coaching. The most successful organisations are all coaching internally, don't be left behind.

## Example Programme:

### Introduction to Coaching

Jack will introduce everyone to coaching a skill.  
How do you like to learn?

### Coaching for Success

What does good and bad coaching look like, sound like, feel like and think like?

### Strategy of coaching

An interactive session where we will look at developing delegates own coaching style and strategy.

### Coaching Task: Crack the Code

A practical application to coach each other to complete the task.

### Coaching Style

Work to prepare your own coaching style and strategy.

### Peer Coaching

A chance for delegates to put into practice what they have learnt in a one to one session with a colleague where they will hold each other to account to make an improvement back in the business.

### Coaching A Culture

How do we embed a culture of coaching back into the business?



“Futureproof your business by growing a culture of coaching”





# Open Personal Leadership: 8 Week Programme

Send your rising stars to us or simply join us yourself, we can offer a journey or self-discovery that will help unlock true potential.

## Week 1: Personal Development

Find the confident, positive and focussed you. This week will raise personal confidence and self-belief by introducing a new, positive way of thinking.

## Week 2: Personality Types

Understanding you and understanding others. The tools to help you connect, communicate and adapt to get the best from others.

## Week 3: Motivation

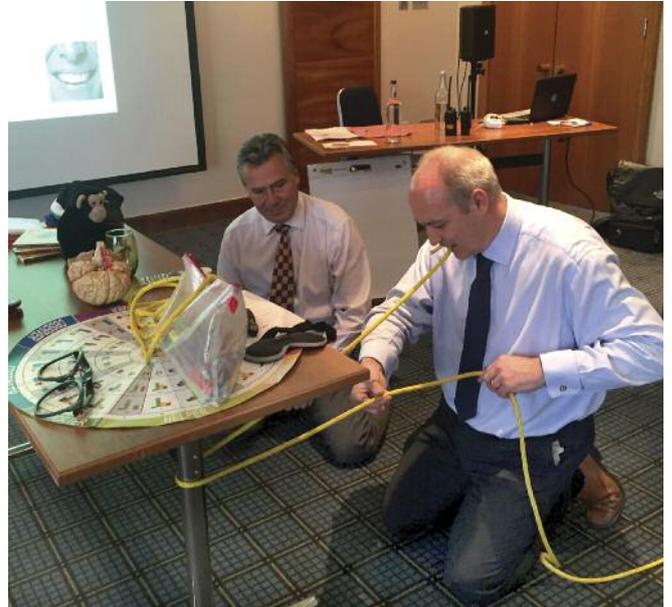
Are your needs being met? Your 9 motivational drivers explained. Become more motivated to achieve personal and organisational goals and understand the formula that will help others achieve theirs.

## Week 4: Peer Coaching

Helping you to get to where you want to be. This dynamic session is an introduction to the concept of coaching.

## Week 5: Team Skills

How can you contribute to the team? Find your inner leader in you and play your role in a team. A practical day that combines personality types, motivation and other team skills to raise your performance.



## Week 6: Leadership

Unlock your potential and positively influence others. Using Eight competencies of leadership gain the skills, knowledge and attitude to lead your team to success.

## Week 7: Presentation Skills

We can give you the confidence to present and deliver and 'find your inner voice'. Whether you are a confident public speaker or would rather walk on hot coals than stand up in front of people and do a presentation we will give you the tools and opportunity to find your voice or simply hone your skills.

## Week 8: Coach the Coach

The archetypical leader that defines you. Coach your new skills to others. Help people get to where they want to be, without doing it for them.



### Testimonial:

**Dan Clist** – December 2018

*"I have learnt more about myself in the last eight weeks than in the last 30 years"*



# Executive Coaching in Extreme Environments

Give your leaders an experience that will change the way they lead forever. We can provide the unique combination of positive experience and coaching to give your people a trip they will always remember. All our expeditions are staffed with experienced leaders and coaches. Choose from the following expeditions or help us create the perfect unique experience for your team...

## Iceland

In 2016 we took a Senior Leadership Team to Iceland. The purpose of the event was to galvanise the team giving them a powerful experience together using the Insights Discovery Deeper Discovery tool. An event that could be referred to by them all for a lifetime.

## Norway

Galvanise your team by taking them to Norway for 1 week. Ski out over the Hardangervidda Plateau pulling pulks and working together as a high performing team to challenge your people on an extreme expedition.

## River Wye

A 60 mile canoe trip down the River Wye for your Senior Team from Glasbury to Ross-on-Wye. A chance to take time out of the business and receive professional coaching for your team. You can use this valuable time to look at strategy, performance or simply to get to know one another better.

## North to South Dartmoor

Challenge your team to walk from North to South Dartmoor, over 36 miles across difficult terrain. This vehicle supported expedition from Okehampton to Ivybridge will give you an experience that will build stronger relationships. Accompanied by our coaches, the expedition can be tailored to suit your needs.

Other destinations we have used are Scotland and the Isle of Scilly.



Canoeing down the River Wye



Norway extreme expedition



Dartmoor Challenge

Give your people a trip  
they will always remember



20 years of world class leadership and coaching  
over 100,000 people from Olympic athletes,  
Royalty, military, NHS and top level leaders



Powerful change comes from positive people



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