

# Stephen P. Leadership Coaching

Leadership coaching, mentoring and consulting



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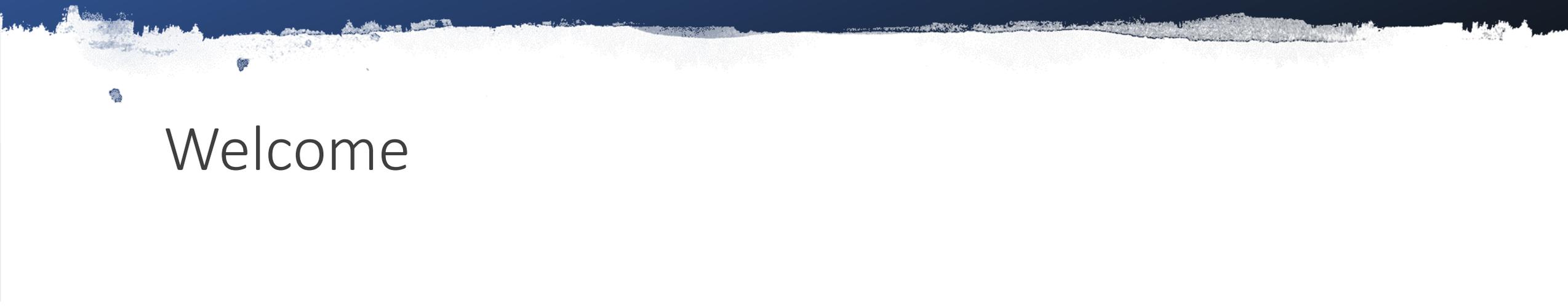
Welcome to Stephen P. Leadership Coaching.

Based in Aarhus, we have been delivering high-quality solutions in Danish and English for more than 20 years.

As trusted partners, we support role-focused personal and professional development to help clients and companies meet their challenges and improve performance.

We utilise well-documented methodologies – a standardised role-performance coaching method and proven leadership and organisation development tools.

Behavioural goals and performance objectives are agreed, supported and tracked.



Welcome



# Leadership Coaching

We coach managers, talents and teams. Some are new in their roles or preparing for job transition. Others could be experiencing motivation difficulties, unclear direction or challenging demands.

- Face-to-face and online.
- Individual or team sessions.
- English or Danish.

## ***Typical Coaching Topics***

Strategic challenges, workforce planning, role and time management, peer and employee decisions, organisational development, work-life balance, career and delivery, people management, difficult conversations, motivation and retention, business culture.

## ***Agreements***

We like to keep it simple, for example:

- an individual client contract of 6 sessions of 1½ hours over a period of 6 months, or
- a monthly day at an organisation with 4-6 clients, each with a 1½-hour session that day.

## ***Coaching in Motion***

Sessions can be held at the workplace or outside – whatever works best. Some prefer ‘Coaching in Motion’ where we combine our coaching talks with a good walk, run or other physical activity.

We co-design and run in-house mentoring programmes for companies looking to engage internal mentors and mentees. These programmes are typically run for high-performing talents and people managers.

Through plug & play tools and resources we train and support internal colleagues to participate in cost-effective and impactful programmes. This improves performance, retention, knowledge-sharing and engagement.

All training, session and tools can be run online.

- Programme design, nomination, selection.
- Kick-off, training, review meetings.
- Tools, handbooks, resources.
- Tracking, evaluation.

# Mentoring Programmes



# Team and Organisation Consulting

We co-design and provide facilitation solutions for team and organisation development.

***Team Facilitation – Strategy, Plan, Performance***

Aligning and kick-starting team action – anything from a one day team event to a long-term organisation development process.

***Team Facilitation – Roles & Responsibilities***

The journey from individual members, including personality indicators such as MBTI, NEOPIR, FIRO B and BELBIN, to trusting relationships and commitment to shared agreements.

***Train-the-Trainer Programmes & Training Facilitation Skills***

Training all employees to train other colleagues with more impact. Training consultants, instructors, HR and other groups who wish to improve their facilitation skills. Short courses customised to your business situation.



# About Stephen P.

Stephen P. is driven by Stephen Parker and network.

Clients range across global companies, state & city councils, independent organisations and smaller firms in areas such as production, energy, telecommunications, finance and public management.

## ***Stephen Parker***

- Senior HR Consultant, Global People Development at Arla Foods 2014-.
- Director at Human House management consultancy 1999-2014.
- Chartered Business Coach 2010-2017.
- Masters in HR Professional Development (Business Coaching) from Middlesex University 2013-2015.
- Member of World Association of Business Coaches 2006-2017.
- Psychological test certifications: MBTI I&II, JTI, NEOPIR, FIRO-B, BELBIN, CWQ2.
- Bachelor of Education from Royal Danish School of Education 1997-2000.
- Bachelor of Sport Studies from University of Sheffield 1984-1987.

Please contact us to discuss your coaching, mentoring, team or organisation development needs.

***Contact Details***

Mobile: +45 51721252

Mail: [info@stephenp.dk](mailto:info@stephenp.dk)

Address: Fuldenvej 135, 8330 Beder, Denmark

Contact