

Coaching & advisory

Build judgement that lasts beyond the engagement.

Delivery leaders often need a confidential, structured space to challenge assumptions and prepare difficult decisions. The aim is greater capability and independence, not reliance on an external adviser.

The value we bring

- Leadership: improve preparation for difficult stakeholder conversations.
- Organisation: strengthen ownership and reduce unnecessary escalation.
- Delivery: support earlier intervention when risks or commitments drift.

How we work

- Agree the development goals, context and boundaries of the engagement.
- Work through live situations using reflection, challenge and practical rehearsal.
- Review applied actions and adapt the coaching focus as confidence develops.

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What you receive

- Individual development goals and an agreed coaching cadence.
- Practical decision, communication or stakeholder action plans.
- Progress reviews and reusable approaches for future situations.

How we measure progress

- Completion and application of agreed development actions.
- Progress against specific capability goals using evidence and feedback.
- Decision preparation quality and stakeholder feedback over time.

Agree the baseline, target, owner and review cadence at the start. Measures are selected to fit the engagement.

Explore the illustrated engagement

A capable new programme leader hesitates to escalate.

Page 3 shows the situation, our entry point, the client decisions and the intended value. Illustrative scenario, not a client case study.

A practical starting point

Begin with a focused conversation on the challenge, expected outcomes and the distinction between coaching and advisory input.

Coaching is not a substitute for line management, clinical support or legal advice. Confidentiality and any reporting to sponsors are agreed upfront.

Scope, availability, fees and expected outputs are agreed before engagement. Outcomes depend on context, adoption and decisions.

Discuss your situation: info@flockshift.com | flockshift.com/contact

ILLUSTRATIVE ENGAGEMENT / NOT A CLIENT CASE STUDY

A capable new programme leader hesitates to escalate.

The vision: Build the judgement and confidence to lead difficult delivery conversations independently.

The situation: A newly appointed leader sees conflicting priorities but delays uncomfortable conversations. Sponsors receive updates without clear recommendations, and the team receives mixed signals.

Where FlockShift steps in: The leader agrees a focused coaching engagement with FlockShift, with confidentiality and sponsor reporting boundaries established upfront.



JOURNEY	FLOCKSHIFT INTERVENES	THE CLIENT OWNS	TANGIBLE OUTPUT
01 / Name the challenge	Explore a real decision and the leader's current approach.	Choose a specific development goal.	An agreed coaching objective.
02 / Prepare and rehearse	Challenge assumptions and practise the conversation.	Choose the recommendation and communication approach.	A practical decision and conversation plan.
03 / Apply in context	Support reflection around the live situation.	Lead the conversation and own the decision.	Actions tested in real work.
04 / Build independence	Review evidence, feedback and repeatable habits.	Select what to keep practising independently.	A development and follow-up plan.

What better looks like: Difficult issues are raised with options and evidence. The leader remains accountable rather than outsourcing judgement. Useful habits can outlast the coaching engagement.

What we would measure: Application of agreed development actions. Quality of recommendations and stakeholder feedback. Progress against the leader's specific capability goal.

Fictional scenario, not achieved results. Scope, measures and responsibilities are agreed with the client. Outcomes are not guaranteed.