

Case Studies & Testimonials

Below are a brief selection of our team's case studies and testimonials to give you some examples of the work we can deliver:

Large Scale Programmes

Royal Mail Coaching Culture Consultancy & Accredited Coaching Skills Training



Notion was invited to consult with Royal Mail to help redesign their internal coaching approach so that it could be implemented within a highly pressurised operational business. Notion designed a new coaching model, an internal monitoring mechanism and all of the supporting documentation to enable the success of coaching activities undertaken by Royal Mail's internal coaches to be tracked and measured. To establish a solid foundation for the development of a coaching culture within Royal Mail, Notion then went on to deliver a series of Leader as Coach and Accredited Coaching Skills programmes for the Senior members of the Regional Leadership teams. Once accredited, Royal Mail's 90+ internal coaches were also invited to a full Supervision and Continuing Professional Development programme designed and run by Notion.

"Notion's knowledge and level of professionalism is outstanding. They design and deliver products to an exceptionally high standard. The emphasis they place on ROI means they have provided solutions that are effective, business focused and measurable. They have been fantastic to work with." Learning & Development, Royal Mail

Mitchells & Butlers Coaching Culture Consultancy & Accredited Coaching Skills Training



Notion were appointed by Mitchells & Butlers to help change their internal culture from one where managers 'tell' people what to do, to one where 'leading and coaching' is the predominant management style. Beginning with a 1-day strategic workshop for the PLC Board and another for their direct reports, Notion's programme also included an innovative sustainability programme for both groups. Following the success of these workshops, Notion then trained and accredited 2 cohorts of selected managers as internal coaches to help sustain the change from within. The success of the programme has generated not only commercial benefits (the ROI already stands at well over 50 times the investment), but also has driven internal demand for further cohorts of coaches to be trained.

"The coaching training sessions with Notion were invaluable, not only for me as an individual but in giving insight into how to deliver great performance in my wider team, through understanding change and ultimately what changes and influences behaviour" Senior Executive, Mitchells & Butlers

UCL CPD & Supervision Programme



Notion worked with UCL to deliver their annual CPD and Supervision programme for their internal coaches. The programme consisted of 1-to-1 Supervision for all their accredited coaches, mixed with peer support and further development of their skills through advanced coaching workshops. Each workshop was designed to grow their coaching toolkit further so that they could continue to add more value to the organisation. Following the success of this programme, which is on-going, Notion has also been appointed to develop and accredit further cohorts of internal coaches.

"The best facilitators I have experienced in a long while – they really know their stuff! A must for any coach. The programme helps to clarify the role and build the blocks for a competent practice" Professional Training and Coaching Consultant, UCL

Birmingham City Council 1-to-1 Executive Coaching



Notion delivered a fast-paced, Executive Coaching-lead turnaround programme for the UK's largest municipal housing Directorate. Over 70 senior managers from within Birmingham City Council received 1-to-1 Executive Coaching that resulted in a turn-around of the Directorate's fortunes from one of the worst rated Authorities in the UK, to one of the top two.

"The quality of Notion's delivery was excellent – everyone thought they had a fantastic coach and often raved about their experience. There was a real 'buzz' within the directorate as everyone became more proactive and upbeat. The return on investment was fast and tangible – the inspection result was excellent... also reported measurable improvements such as increased productivity, better team working, taking a more proactive approach, handling problems better. I have no hesitation in recommending Notion." Training Consultant, Birmingham City Council

Executive Coaching

Global Finance Consultancy



Notion's top coaches have worked with several of the senior team (including Managing Partners) at Aon Hewitt, both before during and after the merger of the two companies. A number of vital areas were addressed during the 1-to-1 coaching assignments including improving communication skills, ensuring a smooth transition from legacy culture to new culture, building personal brand in the 'new world', collaborative working with the sales team, developing gravitas, influencing skills to name a few.

"The sessions have been both challenging and very rewarding; the benefits of our work together have been rapidly visible."
Principal & Actuary, Aon Hewitt Consulting

Construction Company



Notion worked with one of the Directors of Halcrow who, whilst being very capable, was disillusioned, frustrated and largely invisible within the organisation. Following a 6-month coaching programme that focused on networking, personal style and sales management planning, the client was able to make a step change in performance which led to 'smashing' her sales targets.

"Cathy was very flexible and helpful in every way. The insights, tips and tools I got were 'spot on' every single time, and I am greatly thankful for that. Enlightening, provoking, inspiring and reflective, Cathy has a great sense of humour and some of the phrases she used to help my understanding will stay with me forever." Director, Halcrow

Other Testimonials:

“The most thought-provoking training course I've ever been on. How can this not assist Reading Borough in transforming into an excellent Council?”

Senior Manager, Reading Borough Council

“I found the sessions informative, fun and relevant! I have enjoyed the experience immensely, this will add value to my current working situation as well as future ones.”

Senior Constituency Manager, Birmingham City Council

“I achieved much more from the coaching programme with Martin Goodyer than I expected; it was an excellent experience.”

Director, Barclays Bank UK

“Excellent training, extremely qualified facilitators making coaching practical & striving for excellence.”

Talent Development & Organisational Development Manager, EMEA, Brady Corporation

“Very good tool for creating a culture of thinkers rather than followers.”

General Manager of Catering, NEC Group

“Cathy Lasher provides a rare combination of executive business coaching with in-depth psychological knowledge. After an initial executive coaching programme, I quickly came back for more.”

Commercial Director, Air France/KLM

“Jackie has been invaluable in helping me to clarify objectives with about 1800 employees. Thanks to the coaching I could enhance my time management skills and communication skills... and satisfy my double reporting lines in Hamburg and Toulouse... I have no hesitation in recommending Jackie as an executive coach of high integrity.”

VP, AIRBUS

“The experiential learning has really enhanced my development & understanding of coaching. Fantastic course allowing me to test out various tools and techniques in a safe environment.”

Head of HR, NFU

Nothing beats hearing from the clients themselves. We have over 80 client testimonials and case studies on our website.

Please visit BusinessCoaching.co.uk/testimonials



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