

## Coaching Circles - your questions, answered.

### What are Coaching Circles?

Clearworks Coaching Circles are confidential, challenging, supportive group coaching programmes that consist of 6 half-day sessions, monthly. They combine a semi-structured design with a bespoke executive coaching experience.

### What are the benefits?

Your organisation can really accelerate and inspire behaviour and culture change at a much lower price point than 1-to-1 coaching. Low costs, maximum results.

### What are the commercials?

**£15k for 6 months**  
**6 members**  
**per circle**

### Where do Coaching Circles help the most?

- Developing & retaining female leaders
- Breaking down silos and building across teams
- Developing coaching cultures
- Supporting wellbeing & resilience in Leaders
- Parental returners

### What is the magic of Coaching Circles?

- We use all we know about the psychology and benefits of 'belonging' and build the groups purposefully to connect leaders. The confidentiality is tight, so the group members share a sense of purpose and empathy, trust and courage, experimentation and vulnerability.
- Our coaches have years of experience and are confident to explore anything that comes up in the group. They're responsive and flexible to the needs of each circle.
- The circles combine coaching and reflection with useful tools and techniques.
- Members of each circle share an intention which drives peer accountability.
- The circles are aligned with organisational goals and purpose, so change can be cascaded quickly.
- Circle members each work on their own separate challenges, focused throughout on things they can personally control and influence.

### How do Coaching Circles link back to the organisation?

Senior leadership involvement is key to the circles' success and critical stakeholders are fully engaged throughout. Mentoring, reverse-mentoring, accountability partners and managers can all be knitted into the programme.

### Who runs the Coaching Circles?

Only certified Clearworks Coaches run the coaching circles. They are senior L&OD professionals with over 500 hours of coaching experience, full qualifications, insurance, supervision and a background in commercial organisations and systems. Their toolkits are deep and diverse, ready to explore whatever comes up in a circle.

### What happens when more than one Coaching Circle is running within an organisation?

Then a movement can begin! The impact of running Coaching Circles across an organisation can be profound, as members understand the power of working in trust and accountability. Cultures can be impacted, and progress accelerated. Communication can be improved between teams and organisational 'pain points' can be tackled with momentum.

### Who are Clearworks?

We're a leadership and coaching consultancy established in 2013. We're on a mission to be consistently best in class for delivering executive coaching for leaders, groups and teams in the STEM, Biotech & Pharmaceutical sector.

### How do you know they work?

Coaching Circles have been tried, tested and tweaked since 2017 and are now growing across global blue-chips whose members are spreading the word. Members describe profound, personal growth and benefit to careers, wellness, courage, relationships, impact and more. Organisations describe impactful change and an unexpected improvement in coaching capability, as well as operational and behaviour change. Testimonials and case studies available immediately on request.

### How do I contact you?

In the first instance, please contact the Director of Clearworks, Aly King-Smith:

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