



Christopher Miller

Welcome to Insights magazine, featuring case studies in business and personal development, primarily from across Christopher Miller's wide range of clients. Christopher is dedicated to lifting individual and organisational performance, through clarity of purpose, the authenticity of living values to aspire to, and driving success through a strengths-based approach to life and business since 2007.

Christopher combines his international perspective (he has lived in seven national and provincial capitals!) with a passion for unlocking each person's unique potential, especially if they are leading or contributing to a successful business enterprise. With a background in marketing, business strategy, strengths-based culture change and coaching employee engagement and fulfilment, the stories contained here offer insights about the journey many of Christopher's clients experience along the way!

Christopher Miller's team

"I work with a team of exceptional individuals. We leverage off each other's strengths and compliment one another to ensure whatever I do in my practice provides exceptional value and outcomes for my clients"



"Chris is pretty much a dream client, happy to listen to your point of view and gives you the space you need to be creative. He's super responsive and easy to work with. The team is supportive, fun, creative and collaborative and we all respect each other for our individual skills and input."



"We're a team that's remotely connected, yet we all share common goals and have a friendly, informative, professional and collaborative style. You're never afraid to test the status quo or 'ask the silly questions', which makes for it to be a truly rewarding, inspiring and trusting team environment to work with... that produces great results."



"I am the person that Chris has chosen to keep his head focused, keep his life balanced and maintain the energy he needs to help his clients excell. Chris' investment in himself will allow you to lift to higher level thinking and higher level results as clients. Chris is a leader, he is living proof his methods and skills work... do what he does and you will be smashing the goals in no time."



"Chris is a great communicator and encourages you to be honest and open and nothing is off limits. When you're part of his team, you're not beneath him doing tasks, you're very much alongside him working together for the benefit of everyone involved. He genuinely cares about the people he works with as well as the goals of their own businesses, which makes his approach adaptable and flexible for both you personally and the outcomes of the work."



"Chris consistently has a clear idea of what he is trying to achieve with his practice, yet is also receptive to advice and feedback along the way. Chris is a very open and honest person and I have enjoyed working with him to grow his business as well as getting to know him as a friend. Chris has a knack for bringing like-minded people together who can invest and enrich his practice. Everyone in his team is easy to work with and extremely positive about the common goal. Our culture is one of positivity, mutual respect and a growth mindset."



"Christopher truly cares about the people he works with, selects them with care, and as a result he has created such a wonderful team of talented, respectful and kind people! I instantly felt like part of the team as soon as I was engaged to work on Christopher's new website."

Inside **INSIGHTS**

- 04 Bold steps Paddy McCann
- 06 The test of time Marcia Page
- 08 Inspiring performance Antonia Milkop
- 10 Artful insights Anna Reed
- 11 Resources Christopher Miller resources
- 14 Executive coaching Tim Grubb

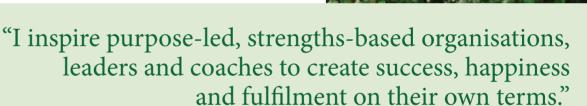




- 15 Strategic planning Ronin Group
- 16 Team strengths Lisa Martin
- 17 Strengths-based leadership Stephen Ogden
- 18 Health care business coaching Richard Greenwood
- 19 Corporate strategy Catherine Ongley







Christopher Miller's services and core client offerings include:

Executive Strengths Coaching (corporate teams in Australia and New Zealand - video and phone coaching)

Small Business Coaching – strategic planning and inspiring teams to execute the plan (New Zealand)

Mentoring CliftonStrengths trained coaches (global – video coaching)

Strengths-Based Coaching for Health Care Business Owners & their Teams (New Zealand)

Check out Christopher's website for free downloads of his amazing range of resources. If you'd like to get in touch with Christopher, please use the contact details below.

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INSIGHTS #

Purpose Creator

Purpose Creator



Paddy McCann, Heart Foundation NZ

I was in a place in my life where I thought my job should be ticking all the boxes for me, but it wasn't. Sometimes I think we can get lost in the weeds of what we do. I was put in touch with Chris who really helped me gain perspective on things.

The strengths-focus that Chris brought to his coaching and seeing me as a whole person, outside of just my sphere of work, was a real benefit. He worked with me on developing my own purpose statement - I didn't have one before.

What was the impact on your life after your sessions with Christopher?

Previously, I had been putting things off...

procrastinating. Working with Chris gave me the impetus and courage I needed to take some bold steps.

One day I found myself parked in my car in a parking lot outside of a primary school I'd just delivered a session in. I pulled out my laptop and then and there decided to submit an application for a job at the last minute. Chris' voice rang in my head "What have you got to lose?".

The biggest thing for me was to get on and give things a go, stop worrying that everything would fall apart without me if I left my current role. As a result I got a leadership role that I wouldn't have normally dreamed of going for, the person who replaced me is doing their job really well and now I'm in a position that I can support her and many others.

If you were to recommend Christopher to others, what words would you use to describe him?

Fluid
Intuitive
Adaptive
Challenging

Outside of his work at the Heart Foundation NZ, Paddy is a musician and also an avid promoter of health, wellness and fitness.





Coaching takes off the boundaries that you can put on yourself. It helped me find out about the different things that I can contribute to this world Paddy McCann



4 INSIGHTS •

Greatest Imaginable Challenge

Marcia Page,

Founder and owner of Page Galleries, Wellington NZ www.pagegalleries.co.nz

How do you know Christopher?

I first met Chris in 2007 and he started as my business coach in the October of that year. He's been my business coach for many years now (around 13 years) apart from the odd break when the going got a little tough around the GFC. He has seen my Gallery through a number of good times and bad – both economic and personal and has helped me on the journey through these times.

Chris has the unique ability to transform my unachievable into the achievable. Time and time again, I've gone to him with seemingly insurmountable challenges only for him to take them apart, bit by bit, and then point me in the direction of action and achievement ... nothing ever seems too large or too hard for Chris. I often wonder - how does he do that?

I started my own business as a dealer gallery 33 years ago, before that I was a school teacher, then a Mum. I started as a sole trader and as the business grew employed both part time and full time people.

I guess I fairly much bought into the traditional employer/ employee model and found delegating a challenge.

Particularly over the last year, Chris has encouraged me and assisted me in working with my people as a real team. Instead of the old business model, now each of us is a necessary part of the whole. Everyone has their role and decisions both major and minor are now made by us all.

How would you describe the impact of the coaching relationship you had with Christopher on your Success, Happiness and Fulfilment?

How many of us never take the time to



look back on what we have achieved and celebrate those achievements? From the start, Chris insisted I reflect on past achievements and victories and celebrate them. He gave me the capacity to believe in myself and to feel that I have pursued and achieved my purpose and can now live a life fulfilled.

The last year has been very difficult, there have been times that I've really struggled, and questioned my purpose. Chris has reassured, encouraged, motivated and

re-introduced me to positivity and joy in my daily working life and an anticipation of the future.

If you were to recommend Christopher Miller to a friend or colleague in business, how would you describe his coaching style and services?

Chris is wonderfully positive and insightful, and he has empathy and understanding in spades.

Greatest Imaginable Challenge

His engagement and involvement with his clients is legendary, inspiring and emotionally supporting. My triumph is his triumph, my joy is his joy. His memory for events and people's names and details is remarkable, inspirational even. He cares so much. He believes in people.

If you were to recommend Christopher to others, what words would you use to describe him?

Empathetic

Positive

Insightful

Intelligent

When I've gone to him with an unsolvable problem, he very quickly gets a handle on it and we break it down - this is absolute gold.

When have you seen Christopher at his best?

Chris is at his best when I've gone to him with what seems to me to be an unsolvable problem. He very quickly gets a handle on the problem and we start to break it down. That's absolute gold. He listens, I mean really listens to every word, and always manages to focus in and get you and what you're really trying to say. He has an ability to get clients to focus and then problem solve, all within a very short space of time. The answer was there all the time, you just couldn't see it.

I find that when I meet with him, just by asking me the right questions, he sort of inspires lateral thinking in me. He doesn't provide you with the answers, you do... but he questions you in the best possible way, bringing out your ability to focus and work out for yourself what's the best way

Chris is a true thought leader in his areas of expertise. His intelligence and insights are impressive and he articulates brilliantly and succinctly. That's brilliant. It's a remarkable skill in a business coach and I respect that skill hugely.

PASSION

Greatest

Imaginable

The point of goals isn't to achieve them. The point is who you become on the way to them.

Elvis Alphy



Greatest Imaginable Challenge

Given your passions, what you do best and how you add most value to yourself or others, what are your Greatest Imaginable Challenges in this lifetime?



To download a guide to help discover your **Greatest Imaginable Challenge**, please go to www.christophermiller.co.nz/resources

Strength-Based Mentoring
Strength-Based Mentoring



Antonia Milkop, Director of Antonia Milkop Ltd., antoniamilkop.com

Antonia is a strengths coach and facilitator, and first met Christopher in 2018 when she was accredited with Gallup as a strengths coach and was looking for a good mentor to help her set up her own coaching practice.

Antonia juggles a public sector career as a Programme Manager and injects strengths-based approaches in all those that she works with. Her strengths lie in bringing energy and inspiration to groups of people to support them in finding better ways to work together. She has an excellent understanding of the opportunities and challenges facing leaders in the public sector, and comes with a strategic lens and an inquisitive questioning style that helps open up mindsets and challenge status quos.

What were the greatest benefits (personal and professional) of working with Christopher in the last year?

Not only has Chris supported me in building and launching my own coaching practice, one that I am proud of, but he's also helped me work out the things in life that really matter to me the most and how to make sure I steer my life towards these things. As a consequence, I've become a lot more effective in my job over the last year, and I have been able to aim my strengths to areas that I can make the most difference.

How would you describe the impact of the coaching relationship you have with Christopher on your Fulfillment, Success, and Happiness?

The coaching relationship I've had with Chris has been catalysing. I've taken action in areas that before I had only ever dreamed about. Chris' coaching has enabled me to have the courage and confidence to do this. I've been living out my purpose more (and figuring out

what this actually is on a deeper level), and taking courageous steps to transition my life towards one with more meaning, purpose and impact.

I now have the privilege of using my own strengths to support Chris with strategic planning efforts and helping him towards greatness with his own thought leadership practice. It's been an incredible journey working alongside Chris, and we both have so much value to add to each other's practices using our complementary strengths to do so.

Chris and I both run the Kiwi Strengths Enthusiasts Meetup group (www.meetup. com/Kiwi-Strengths-Enthusiasts), which meets regularly on a variety of strengths-based topics. I really enjoy planning and facilitating these sessions with Chris - they're always inspiring and fruitful, and it's a pleasure to work alongside others to unleash the potential each and every one

of us has, whatever fields we work in.

If you were to recommend Christopher Miller to others, how would you describe his coaching style and services?

Chris is a great listener and asks the best questions that really get to the core of what you need to be addressing or working on. I'd describe him as authentic, open and fun to be around. I trust Chris completely, his open and honest style is incredibly valuable and he's a real believer in other people - he can see true potential a mile off!

I really respect him as someone who is 'walking the talk' in living out his own values in life, and he often reminds me of my own when I am stuck in a rut or have 'forgotten' about my true purpose. I appreciate his honesty and authenticity in the way he challenges and confronts me

about things I am afraid of, or scared of putting into action. Yet in saying this, he will only ever go at a pace that I am willing to go at (which is usually very fast!).

When have you seen Christopher at his best?

I've seen him at his best in one-on-one conversations, when he gets to the true heart of a problem or challenge, and flips it on its edge by asking a pertinent question, one which really gets me to think properly and address the heart of the challenge. He has 'travelled the road before' my own, and his mentoring ability for my own coaching practice has been incredibly valuable. He has an amazing ability to deepen our conversations with thought-provoking questions and this is something I find admirable, and a skill that I learn from for my own coaching practice with my own clients.

When my Strategic and Achiever strengths are on overdrive, Chris uses his Maximiser strength to help me hone in on the various options or pathways ahead of me, helping me focus my efforts and energy towards areas where I can have the most impact. As well as asking the great questions, he also gives me useful tools and strategies to support me in doing this, and is constantly reminding me that I can take one step at a time, knowing that there's end goals in sight, but to "honour the evolution" and have fun in the process. I treasure this perspective he brings to my life and practice.

If you could use ONE word to describe Christopher Miller what would it be?

Purpose





I trust Chris completely, his open and honest style is incredibly valuable and he's a real believer in other people - he can see true potential a mile off!



Chris' advice and insights have given me some real "light bulb moments" in relation to both the big picture and my day-to-day administration



insights

Anna Reed

Owner, Mitchell Studios, www.mitchellstudios.co.nz

What were the greatest benefits (personal and professional) of working with Christopher in the last year?

I have been working with Chris since 2017 in the role of website developer and manager. From a professional point of view - having Chris as a client and strategic partner - it has been a unique working relationship. Working as a freelancer is generally solitary so it has been wonderful to be part of Chris' team. Over the last couple of years Chris has built a team of like-minded individuals who can invest in and enrich his business and it has been refreshing to be part of.

In the last two months I have been receiving business coaching from Chris and, after only three sessions, I am already feeling the benefits, both professionally and personally. His advice and insights have given me some real "light bulb moments" in relation to both the big picture and my day-to-day administration. Chris coaches to his own values of work/life balance, something which can be elusive for small business owners. He is helping me to hone

in on what I want from the business and how I can make it work for myself and my family.

How would you describe the impact of the coaching relationship you had with Christopher on your Fulfilment (living your Purpose), Success (business and life), and Happiness?

My coaching sessions with Chris have given me renewed enthusiasm for my business and confidence in my ability to develop it further. Overall I feel a lot more positive about the business which, as a small business owner, has a direct impact on my personal sense of well being.

If you were to recommend Christopher Miller to a friend or colleague in business, how would you describe his coaching style and services?

Chris is a people person and I believe his gift is reading his clients and then coaching them as individuals. No cookie cutter coaching here! He will encourage you to play to your strengths and build a business you can be proud of. What is the first thing you think of when you think of Christopher?

Someone who is living his purpose!

When have you seen Christopher at his best?

That is a tricky question because I have been thoroughly impressed by his ability to lead our one-on-one coaching sessions but, at the same time, seeing Chris facilitate a group session is quite something. He is equally confident leading a group and really shines at the front of the room.

If you could only use ONE word to describe Christopher Miller, what would it be?

Genuine

Are there any other things you'd love to mention?

I'm so pleased to know Chris and wish him all the best as he moves his business into the next exciting phase.

Christopher Miller RESOURCES





Christophermiller.co.nz/resources has been built as a free-to-access library of useful tools for individuals and organisations to lift Success, Happiness and Fulfilment. For support and inspiration in using these tools effectively, please reach out to chris@christophermiller.co.nz

4 Needs of Followers (Inspired by and adapted from Strengths-Based Leadership by Tom Rath)

Hope – Vision, brightness of future	Trust – Do we trust each other? How do we build trust?
Stability – Certainty, predictability	Compassion – understanding, 'love' in the work-place

4 Pillars of Leadership (adapted from Good to Great, Jim Collins)



Leadership Matrix

	Норе	Trust	Stability	Compassion	
Purpose	North Star	Shared Why	Bedrock	Serve Others	
Values	Future Standards	Integrity	Authenticity	Care for Others	
Vision	Future Legacy	Shared Dreams	Build a Plan	Shared Journey / Experiences	
Brand	Growth	Reputation	Dependability	Stewardship	

Leveraging Strengths as a Leader:

Top 5 Clifton Strengths Themes	Idea or Action to lift leadership effectiveness

Executing – Lead by Example	Influencing – Lead from the stage / front
Relationship Building – Lead from the Heart	Strategic Thinking – Lead from the Head (Thought Leadership)

Based on the descriptions above, which is your dominant leadership style?

For assistance in leading with your Strengths, please contact **chris@christophermiller.co.nz**

Over the years, Christopher has developed a passion for helping individuals live their purpose and values in order to reach their full potential. The following Inspiring Performance Matrix can be used by anyone seeking to measure how well their career choice matches their personal hopes and dreams.

Inspiring Performance Matrix

	Purpose	Values	Skills/Talent	Team Fit	'Twinkle in the Eye'
My Score					
Role model*					
Anti-hero*					

^{*}Role model – an individual you admire in life or work.

Purpose/Values – Coachable but only in terms of self-awareness; Only in the event of a meaningful life crisis are Purpose/Values likely to change

Skills/Talent/Strengths – Highly coachable / trainable, especially in the presence of a Growth (vs Fixed) Mindset

Team Fit – Coachable in the context of Emotional Intelligence (self-awareness, self-management, social awareness, relationship management)

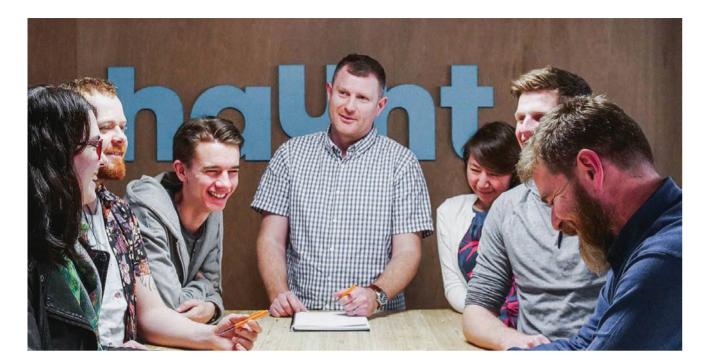
Twinkle in the Eye – Not coachable or trainable at all; intrinsic passion, energy and magic of every individual

> Everybody is a genius. But, if you judge a fish on its ability to climb a tree it will spend its whole life believing it is stupid.

> > **Albert Einstein**

^{*}Anti-hero – an individual you consistently fail to admire in life or work.

Executive Coaching

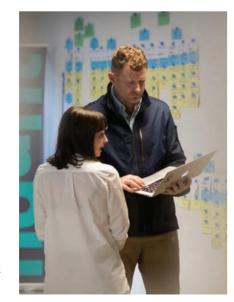


Tim Grubb, Chief Executive, Haunt Digital www.haunt.digital

Chris was my executive coach when I became Chief Executive of Haunt Digital, and as I've grown the company, Chris has been there during the key defining moments - hiring staff, setting plans, and expanding into the Melbourne market. He gave me the confidence to move forward with my ideas, and had more than a few of his own! He helped me to achieve balance in my life, pursuing a career while raising a young daughter with my wife. He did this by helping me to focus on what is important at work. I've also used many of his tools for prioritisation, understanding purpose and setting goals in my personal life.

When I started in leadership, I had a lot of knowledge gaps. Chris has worked with many businesses, so one of the key things I valued was his wide ranging understanding of business management principles and practice. None of the problems I faced were necessarily unique, so Chris was able to combine his understanding of what I was facing with his experience working with other leaders and he provided me with extremely useful and timely advice.

Leading a company can be a relatively lonely job - no matter how big your company is, the boss will always be a bit isolated. Chris was a great confidant and friend during my first couple of years of leadership. Haunt is going through a sustained period of growth and Chris was integral in working with me to set the solid strategic base, and values that underpin our success.



Great leaders don't set out to be a leader... they set out to make a difference. It's never about the role – always about the goal.

Lisa Haisha

We have found as a business that Chris' coaching has brought us structure, focus, content depth and clarity. Chris has helped to simplify our big strategy sessions and has been able to consolidate strategy documents for us to get them over the line. He has brought to us the ability to minimise complex things and assist with getting things in place we didn't have before. Chris came along at a good time for Lisa and Larry's relationship. We work together very well and are engaged

Strategic Planning and Implementation

in the business and its progress. Chris helped get us back to that space, so we're now a really happy unit.

Chris comes in as a good referee for us all and pulls us each up on things if it is needed. He keeps us in line and responsible for our actions and tasks, which means we've been able to follow through on implementing our strategic plans. He's also helped us to become more professional in how we present ourselves.

His excellent facilitation skills, pleasant and professional manner has meant he's consistently great with the team, as well as being detail-focussed and structured.

Chris came during a time when we really needed it, and since then we have just been going upwards. We're very grateful for all the support he's given us.

If you were to recommend Christopher to others, what words would you use to describe him?

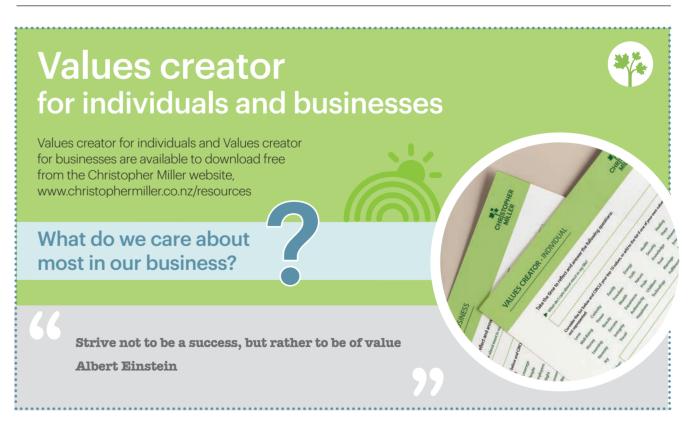
Structured

Detail focussed

Professional

Great facilitator





Strengths-Based Organisations Strengths-Based Leadership



You always take away a nugget of gold after a session with Chris

Lisa Martin, Executive Director & Owner, GoFi8ure

Organisational values and goals

It has been really great working with Chris over the last year. We have been able to bring great things to our business that have helped us cement our team and align our values and goals. Chris has helped us identify our strengths individually and given us tools and insights on how we can use each other's strengths to work more efficiently and most importantly, more cohesively as a team.

Chris also helped our management create new recruitment processes and added extra steps to help us identify important things like "twinkle in the eye" and how values are really crucial in business success.

Playing to our strengths

The team building days we've had with Chris have been great and really added a lot of value to our team and build on our relationships together. We've been able to identify each individual's strengths and weaknesses and discover ways to turn our weaknesses into strengths.

Seeing things from a different perspective

Chris asks you the right questions. He helps you to see things in a different

perspective. Chris is also accommodating in his coaching style and is definitely someone who wants to help businesses succeed and really understand what works well and what can be turned into something better or greater. Chris really does help you identify the twinkle, in not only the business owners eyes, but see it in their staff and use some of the principles when looking after clients.

Always wanting the best for his clients

Chris is professional, approachable and really invested in helping create change. He wants only the best for his clients. He is brilliant in both the training sessions he's run as well as his one on one coaching sessions with staff. The great thing about Chris is he can do either with such ease. He comes across as professional and knowledgeable.

The strength of the team is each individual member. The strength of each member is the team.

Phil Jackson

How would you describe Christopher Miller to others?

Professional Approachable

Invested
Knowledgeable

Awesome!



Chris has helped me be better at recognizing what success looks like and to take greater pleasure in those successes

Stephen Ogden

Managing Director, Market Access Solutionz Ltd. www.solutionz.co.nz

How would you describe Christopher in a few words?

Twinkle

Flexible

Intuitive

What's your greatest insight from today?

Common language for planning and implementing company strategy

Chris' help in identifying strengths and discovering team values has given us a common language for planning and implementing our company strategy. This has shaped our future course, aided

delegation and the establishment of a great leadership team around me. It's made the business much more resilient and the operational dependency on me has reduced. Chris' support has given me the confidence to make these changes happen. Chris has also helped me to focus on what I, as business owner, want from the business and my goals over coming years, and to set a clear direction for myself.

Defining what success looks like

Working with Chris has made me a lot more relaxed and comfortable with the changes we have been making in the business and the strategy that we have developed. It has also helped me be better at recognizing what success looks like and to take greater pleasure in those successes.

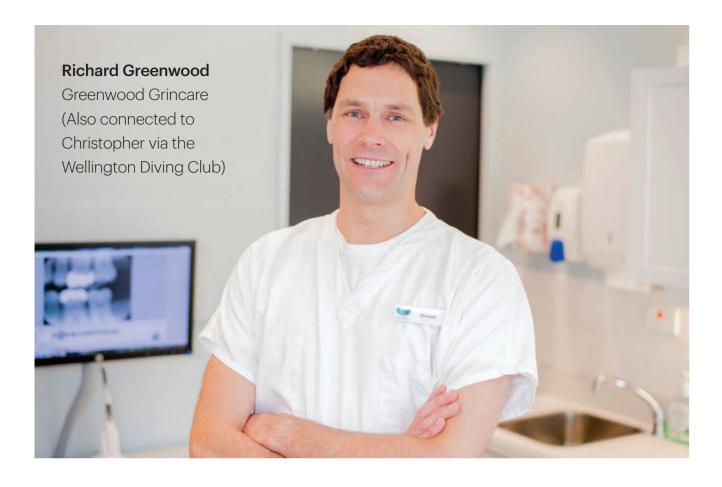
During our "hopes and dreams" discussion, the trust that he developed with the team allowed him to get the team (including me) to open up about our personal and professional hopes and dreams.

How would you describe Christopher Miller to others?

Chris has a relaxed and friendly style, but behind it there is huge energy and passion for what he does. He is very quick thinking and brings that huge North American optimistic spirit, but with an understanding of the kiwi psyche. In terms of services Chris is pretty flexible in identifying what we need and what will make the biggest differences. He doesn't have a set agenda that he sticks to, he is constantly rethinking how he can support us best.

Chris is a great support to me personally, and knowing he is available whenever I need some advice or to know if I'm doing the right thing, is invaluable.

Health Care Business Coaching



Chris has given me invaluable help in four key areas

Feeling good about the way I'm living

In 'Chris speak' he'd call this purpose and fulfilment. Chris introduced me to the concept of a personal purpose and then helped me identify my own. Having a purpose I sincerely believe in has provided a remarkable reference tool for decision making and justifying how I live. If my behaviour lines up with my purpose, I feel great! If I get offered an opportunity that doesn't line up with my purpose, I know to avoid it, or simply accept that I may regret it. It sounds cliche but these good decisions really help me lead a happier life.

Time Management

Chris has also helped me review and refine my core values and life roles.

Obviously this ties in with my purpose

but I've found it has given me a structure to work out how much time to dedicate to each role. The bonus was the trick of getting roles to overlap where you can. Chris is also fantastic at helping distill a multitude of ideas and manic energy down to what is important right now. He continues to teach me the skills to prioritise what is going to give the most benefit and the most progress forward.

Accountability & Motivation

Our regular meetings (now fortnightly) involve identifying goals, timelining them and following up. Knowing that I will be fronting up to a meeting in two weeks to discuss my achievements (or lack of) is super motivational.

Business strategies

Chris has shared a lot of great strategies with me to help run and improve my

business. Still projects in progress, these have included identifying the business purpose and values, staff management and recruitment, goal setting and strategic planning.

How would you describe the impact of the coaching relationship you had with Chris on your Fulfilment (living your Purpose), Success (business and life), and Happiness?

Profound. Chris has helped me find direction. I now know what I need to do to be successful, and more importantly, what I need to do to be happy.

Chris is an excellent listener, asks probing and often difficult questions, working with you to find answers and solutions. He is very good at distilling the key points out of an overly padded and often disjointed conversation. His advice is always well structured, concise and consistent.

Chris continues to teach me the skills to prioritise what is going to give the most benefit and the most progress forward

What words would you use to describe Christopher Miller to others?

Insightful Considered Collaborative

What is the first thing you think of when you think of Christopher?

Chris sitting opposite me at a table, head cocked slightly to one side, listening with a thoughtful look on his face.

When have you seen Christopher at his best?

When I come to him with a problem. The bigger the problem the better he gets.

Chris is remarkably patient and tolerant. He will know the answer to a problem but quietly guides you to find the solution yourself which for me is a very effective coaching style. He also has great values including the importance of his wife, family and friends. This has made it easy for him to become not only a coach I can really relate to, but also a great personal friend. Unfortunately he continues to be a much better springboard diver than me too.



I can do things you cannot. You can do things I cannot. Together we can do great things.

Mother Teresa

Corporate Strengths





Catherine Ongley

General Counsel, Todd Energy New Zealand

Collective insight into our strengths

Chris gave us individual and collective insight into our strengths and the opportunities for improvement. These opportunities were translated into actions which our team is now delivering on.

The coaching was very much team-

orientated rather than individualised. The team members have connected better with each other since our coaching session with Chris, due to our better understanding of each other's strengths and work preferences. Our sessions with Chris have led to a number of improvement objectives for delivering our team's

function and have meant we are a happier and more connected team.

Chris is very personable and inclusive, he encourages participation by all team members which generates a lot of ideas and objectives. Chris is very insightful and knowledgeable on the subject of team dynamics and maximising team strengths.

18 insights €

