

TCM GROUP



ENGAGE
COACHING™

CREATING A COACHING CULTURE



**YOUR DEFINITIVE GUIDE TO COACHING:
INVESTING IN YOUR BUSINESS, PEOPLE
AND CULTURE**

ABOUT US



We believe that good coaching in a psychologically safe space is one of the most powerful ways that we can start to create positive change within our organisations.

At TCM, we are coaches, and we are coached. We feel the impact that coaching has on us and our own organisation, and we see the impact it has on our clients and theirs. We deeply believe in and are hugely passionate about this work.

WHAT WE DO

Our Vision

Coaching is a process by which a coach works with a person to achieve increased and sustainable effectiveness in their life, through learning. The coach has no agenda but to work with the client to achieve their potential, as defined by the client. Coaching is not counselling, psychotherapy or mentoring.

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Our Mission

Through coaching we provide the space for people to deeply explore themselves, and their habitual reactions and patterns of behaviour. The coaching relationship allows them the space to get curious about themselves and start to experiment with what serves them, and what creates more of what they don't want.

The more deeply we understand ourselves and how we show up in the world, the better we become at spotting and interrupting the unhelpful stuff, and the more confident we become at experimenting with new ways of being. We believe that good coaching helps people to close the gap between performance and potential.

OUR COACHING MODEL



Our 7 coaching dimensions describe the outcomes which we focus on working towards across our full range of coaching packages. When employees, leaders and teams exhibit these capacities, the impact upon engagement, performance and wellbeing can be truly astonishing.

THE RESULTS

"My TCM coach has been absolutely fabulous and I have thoroughly enjoyed working with her. We have had a great rapport, she is very thought-provoking, motivating and she challenges me nicely. I have increased confidence, I feel happier, I feel more in control and able to prioritise my workload more easily, I have developed as a person and I am feeling more resilient."

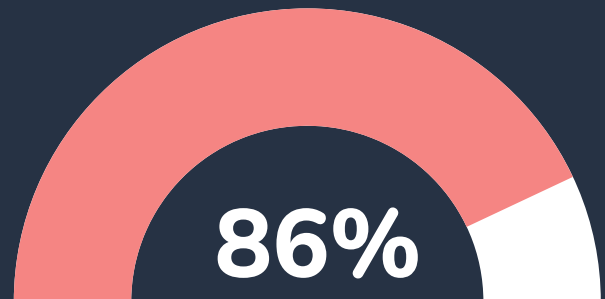
JOSEPHINE
SENIOR PRIMARY CARE MANAGER FOR
TRANSFORMATION, INTEGRATION AND
DELIVERY AT NHS HERTFORDSHIRE & WEST ESSEX ICB



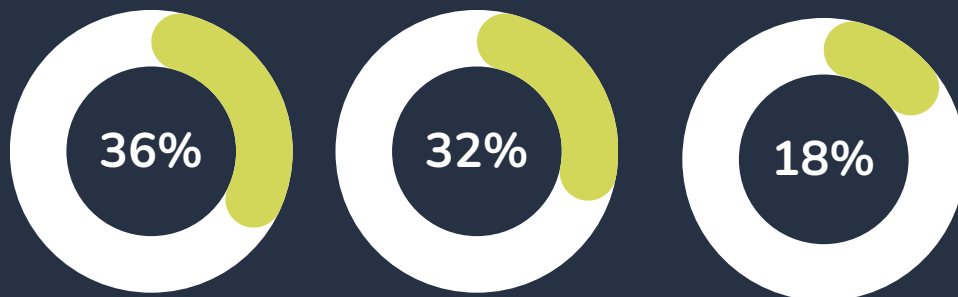
INVESTING IN COACHING

Business Success

86% of organisations who have used coaching say that they have made their investment back.

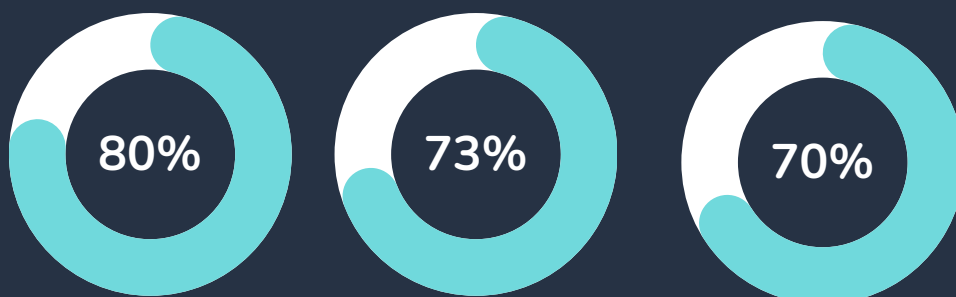


The Cultural Benefit



Studies have shown that organisations who coach their people have a culture that: is 36% more collaborative, has 32% lower staff turnover, and is 18% more likely to show improved profit.

The Human Impact



80% report improved self confidence, 73% report improved relationships, and 70% report improved work performance.

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