

# R Stewart Psychology Coaching Services.

## Robert Stewart

BSc Hons Psychology  
PGDip Occupational Psychology  
MSc Cognitive Behavioural Therapy

My Coaching style has been described as practical, engaging, authentic and offering the appropriate level of personal stretch and challenge. Each Coaching Client is unique and a tailored approach meets the needs and preferences of the Client.

My aim is to build a strong and collaborative Coaching Relationship as the foundation for successful coaching. My Coaching Clients say that they value the ability to discuss their topics in a confidential setting with someone who is independent from the Company.

## Background.

Robert has over 10 years experience in the field of psychology ranging from academia, working with individuals to realise and unlock their full potential, to working with organisations to improve performance, leadership and engagement. Initially Robert gained valuable management and clinical experience within the health and social care sector, then went on to develop those skills within the NHS including clinical work, group facilitation, training co-ordination and supervision. Robert later established his private psychotherapy and coaching practice, working with individuals and providing consulting services, training and workshops to organisations. As a Senior Lecturer at Bucks New University, Robert passed on his experience and knowledge through regular academic lectures, workshops, and through supervising trainees.

Now Robert focuses his time on his Business Psychology Consultancy, assisting companies and individuals reach their peak performance through coaching and training.



### Coaching Benefits

- Self awareness into personality, mindset and behaviours
- Create new and lasting behaviours and skill sets
- Better understanding of leading versus managing
- Create effective rapport with peers, colleagues, reports, stakeholders
- Effectively engage and collaborate with executive team and board of directors
- Influence and direct the organisations culture
- Create external accountability to team and organisational outcomes

## Pricing.

### In House Coaching.

5 x 60 minute sessions, £850 per day  
Inclusive of all psychometric measures

### External Coaching.

60 minute sessions £250 per session  
Options available for flexible coaching services and training options

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ROBERT STEWART  
PSYCHOLOGY

# The Coaching Format.

I believe in starting all Coaching assignments by agreeing the coaching objectives in a three way contract between the sponsoring organisation, the Client and the Coach. Before starting an assignment the Client has a chemistry meeting with the Coach to ensure they feel there is the right relationship match. My contracts contain a mid-term and completion review of the achievement of the coaching objectives.



## Discover

- ▶ Chemistry meeting
- ▶ Identification of improvement areas and strengths
- ▶ Determine Goals & Objectives
- ▶ Conduct assessments; utilising personality or other psychometric tests



## Engage

- ▶ Client driven agenda
- ▶ Introduce relevant theory and practical application
- ▶ Use contextual examples to implement behavioural change
- ▶ Review and reinforce changes



## Reflect and Review

- ▶ Completion review
- ▶ Debrief with stakeholders
- ▶ Process reflection



### Case Study and Testimonial

Procurement Director - Luxury Fashion Brand

*Moving from an established large organisation to a smaller one with less structure and with new leadership requirements, I felt out of my depth. Through our sessions I was able to increase my emotional intelligence skills and engage my staff more effectively.*

Sam\* moved from an established luxury fashion brand to a smaller, newer brand. She had to navigate working more autonomously with less structure and greater leadership responsibilities over her direct reports.

The objectives of the coaching included defining responsibilities within the role, understanding new leadership skills and implementing them. Increase emotional intelligence and combining with new communication skills with both direct reports and the Board.

### Case Study and Testimonial

Team Leader - Civil Service

*Being new in my role as a Team Leader, I wasn't sure of how to best proceed. Through our sessions, we have been able to find clarity in my role and implement new behaviours and skills. I'm considerably more effective now.*

Kamil\* had recently been promoted to team leader within the Civil Service. He possessed good technical ability however, was unsure of how to interact most effectively with his team and how to increase his impact as a leader.

Coaching included understanding team dynamics, improving communication skills, personal effectiveness and increasing presence

