



Grow your people at the same rate as your business

Introducing a company-wide coaching experience with a difference, organized around the deceptively simple but radical conviction that organizations best prosper when they are deeply aligned with people’s strongest motive, which is to grow.

- We work with you to select a Cohort of 8-10 people.
- From the CEO, through to the most junior team members, participants are selected from all levels and backgrounds across your business. This diagonal-slicing ensures connection across the organisation and encourages everyone to listen, hear and seek to understand the feelings and perspectives of their peers.
- The 4 month programme includes:
 - **Kick Off** - an introduction to how the programme will work.
 - **Half day coach training** - introducing you to frameworks and techniques to coach one another throughout the programme, and use every day at work.
 - **One-on-one coaching** - each participant is paired with their own accredited coach, experienced in high growth businesses. Each participant gets 6 X 1 hour sessions with their coach.
 - **Circles** - held at the beginning, middle and towards the end of the programme, the Cohort comes together to share and create an ongoing dialogue about their own development and the contribution towards the business. Participants are encouraged to share their *One Big Thing* - a single goal that would excite them personally if they’re able to make big gains on it - and to discuss progress and seek feedback from others against it.
- Participants co-create a developmental experience that moves them and the business forward in a psychological safe space that encourages openness and vulnerability, supported by experienced coaches to guide you on the journey.

“Everyone was really open, very little went unsaid and you could tell people were being frank. This surprised me as, despite being a small company, I haven’t worked with all of the group members closely and so this willingness to really share what they feel their weaknesses are or what they see as improvement areas was fascinating and the team definitely feel closer because of it”.

“[My One Big Thing] is central to the success of my direction and energy at present”.

Feedback from Cohort 1 participants at [Future Arc](#)