

What are your key Business goals for the next 12 months? And more importantly, what could stop you from achieving these?

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| <ul style="list-style-type: none"> ❓ Increase NFI performances? ❓ Improve employee engagement and attrition? ❓ Increase client partnerships and engagement? ❓ Headcount growth? | <ul style="list-style-type: none"> 🚫 Limited by lack of formal L&D or training function? 🚫 Strain on leadership resource for employee development 🚫 Lack of clarity & accountability - hindering performance 🚫 Minimal standardised processes – internal and external |
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You're in safe hands...

Executive
coaching



Group
training



Mentoring &
Consulting



16 years + experience within STEM recruitment

- Technology/Engineering/Professional Services



5 years + Leadership experience

- UK and International teams/divisions
- New starters through to Senior management



5 years + experience training, coaching & mentoring

- Training content design & delivery
- Coaching & mentoring for mid-senior level management



Qualifications & accreditations

- ILM Level 7 recognised executive coach
- NLP Diploma
- CertRP
- BA Hons (1st class)

Empower your teams & leaders by giving them the tools, support & motivation to succeed.

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What is executive coaching?

Based on NLP and ILM practices and models, my coaching & training style is inclusive, nurturing and supportive - focused on building authentic connections & relationships.

I strive to provide an environment that promotes trust & autonomy & am dedicated to getting the best out of each individual by enabling them to take accountability for their own growth journey.

I have experience in coaching mid to senior level recruitment leaders across an extensive range of topics including, but not limited to;

- Working towards monthly/quarterly/annual objectives/targets
- Successful promotion/career development
- How to set well-formed goals and SMART objectives
- How to engage your teams and colleagues & foster a coaching culture
- Setting boundaries & non-negotiables - accountability within your teams
- Living and breathing the organisations MVP

Coaching is very specific to individual outcomes, learning styles and behaviours, however I work to familiar models such as: GROW, ANSWERS, AIR, OSKAR, NLP levels, Anchoring & Circle of Excellence.

Previous client achievements:

Client promotion - Account Consultant to Team Leader

Through targeted coaching sessions, I worked on honing the clients leadership skills, communication strategies, and team management capabilities. The Account consultant was soon promoted to a Team Leader position. The promotion wasn't just a change in title; it marked a significant shift in their career, enabling them to lead projects and mentor junior team members.

Client promotion - Team Leader to Department Manager

This advancement was facilitated by intensive coaching sessions aimed at developing strategic oversight, enhancing stakeholder engagement, and refining their ability to manage larger teams and complex projects.

Strategy and engaging with C-suite

Support and enhancement of the client's communication and strategy during SLT (Senior Leadership Team) meetings. By crafting clear, compelling presentations and facilitating strategic discussions, my client successfully secured buy-in from key stakeholders. The result was the smooth implementation of innovative processes that streamlined operations and drove the company forward.

Training & group coaching workshops

Training sessions & group workshops are tailored to the specific needs of the individuals/teams enabling them to take a solution led approach to overcome even the most challenging situations.

Working towards specific goals and outcomes that are pre-agreed with clients, sessions aim to empower teams to work together in an effective and impactful way, fostering an environment of collaboration, continuous improvement and high-performance.

I have extensive experience designing and delivering training content to sales, delivery, 360 and mid-level leadership up to Department Management level within a number of recruitment organisations from small scale start-ups to international PLC organisations.

Example Training modules & content



⇒ Fundamentals of recruitment

- Winning new business
- Working a role
- Doing the basics brilliantly

⇒ Candidate attraction strategy

- Desk parameters
- Route to market
- Desk ratios – feeding the funnel

⇒ Activities and goal setting

- Setting KPI's & targets
- SWOT analysis
- Weekly planner
- Objective setting

⇒ Referrals & Lead generation

- Candidate referrals
- Candidate/Client leads
- Working your candidates

⇒ Client Control

- Role qualification
- Building rapport
- Accountability

⇒ Candidate Control

- Candidate qualification
- Building rapport
- Trial closes
- Accountability

Previous client achievements:

- Onboarded, trained, coached new starters to optimise speed to productivity
- Increased NFI per head by 40%
- Increased desk KPI's by 47% over 12 month period
- Increased job to fill ratio by 25% across delivery function

