

CCC

Corporate
Coaching +
Consultancy



“ Helping individuals
to develop skills and
behaviours that enable
organisations to deliver
results ”



Our Philosophy

We see our role as helping people in either work or academic situations to understand how they are most likely to achieve success.

We do this by using our experience and skills to expose issues which need addressing and giving people the ability to solve those issues for themselves.

We believe that Coaching is only useful if issues are treated in context and holistically and serve the interests of both the individual concerned and the organisation.

We believe that our kind of Coaching and Consultancy helps people take charge of their own lives and make decisions that will benefit both themselves and the organisations they are involved with.



Corporate Coaching

We have worked at board level in many sectors, both facilitating the entire senior team through significant change and working with individual board members to help them achieve their personal and corporate goals.

We believe that Coaching should go beyond developing purely personal skills and attributes. We see the Coaching activity within the context of the whole organisation. Our aim is to realise tangible benefits both for the individual and corporation concerned.

Typical assignments have been:

- » Facilitating the senior team at a UK university to kick-start a major organisational change programme which required clear behavioural differences at the top
- » Working with the board of a Swedish subsidiary to devolve accountability into the business
- » Putting identified fast-moving middle management through an assessment process and working individually with members to develop their strengths and weaknesses
- » Coaching a team of senior VPs in a Dutch bank to prepare them for leadership roles at an international level.

“The coaching I received helped me both with the process of succeeding in my goal to become a university Vice-Chancellor but also with boosting my self-confidence and ability in being able to achieve that goal.”

VC UK University.

Academic Coaching

We work with many Business Schools to prepare students for career change. We work at three levels:

Students/Employees:

- » Assessing people to understand their core strengths
- » Identifying those skills which need to be enhanced
- » Ensuring that those skills are properly presented and utilised
- » Providing sector expertise and insight
- » Coaching them through difficult situations
- » Preparing them for organisational change

Faculty and Career Services:

- » Bringing practical experience to support EMBA, MBA and MSc academic programmes through lectures, workshops and seminars
- » Ensuring that Career Services and Academic Programmes are working in parallel
- » Working with Career Services to identify their most urgent needs and designing bespoke solutions which add the most value
- » Organising and facilitating industry related roundtables

Employers:

- » Helping Business Schools identify and attract major Employers to work in partnership with the School
- » Translating Employers' needs into practical help for students
- » Understanding what Employers are looking for in order to increase immediate utilisation on hiring
- » Acting as conduits between Schools and Employers

“CCC persuaded me that we should recruit from ESADE. Patrick set up a presentation in Barcelona and we have now recruited several ESADE MBAs who are proving extremely successful.”

Senior VP Capgemini



How We Do This

- » Continuing to work in our particular industry
- » Enjoying far-reaching employer contacts and Search experience
- » Bringing extensive Coaching and Mentoring experience
- » Creating specific Workshops and Lectures
- » Running Assessment Centres
- » Advising on CVs and Cover Letters
- » Conducting Interview Workshops
- » Providing Case Study practice
- » Running Roundtables and Sector Seminars
- » Organising Job Fairs
- » Working with a number of European Business Schools e.g.
 - Cass
 - Imperial College
 - ESADE
 - EDHEC
 - INSEAD
 - Cranfield
- » Providing help to Students, Business Schools and Employers all year round from student acceptance to employer placement

“We at Career Services have worked with Patrick and Penny for some time. We appreciate their knowledge, experience and expertise but above all, we get great feedback from the students about the support and real help they get in preparing for what is often a new career.”

Head of Career Services, Business School.

“I came to Business School because I wanted to move into Investment Banking after 9 years as a professional golfer. CCC helped me identify my core skills, enhance them and show me how they should be applied. I am now working in Private Banking at Merrill Lynch.”

MBA Student

Consultancy

As experienced practitioners in both education and corporate life, we are frequently asked to advise on issues beyond pure Coaching. For instance:

Recruitment:

- » Recruiting senior board members
- » Researching suitable Board advisors

Change Programmes:

- » Analysing organisational issues
- » Instigating change programmes

Assessment:

- » Interviewing board members as part of a team-analysis exercise
- » Developing an assessment process for MBA students

Training:

- » Developing expertise in other fields and introducing relevant personnel
- » Designing development programmes
- » Providing soft skills training

Facilitating:

- » Facilitating difficult board discussions

Executive Education

Increasingly, either working independently or with nominated Business Schools, we are developing customised internal programmes for organisations. For instance:

Corporate University

- » Organising the establishment of internal Training and Qualifications

Supporting Behavioural Change

- » Working alongside large change programmes to develop the skills necessary to support sustainability

Specific Skills Workshops

- » Developing customised programmes

Supporting 'Zigzag' Career Progression

- » Developing programmes designed to accelerate the promotion of fast-track individuals by increasing their breadth of skills and preparing them for general management

Who We Are



Patrick Fearon MA:

- » Ex Director JPMorgan
- » Specialises in Financial Services
- » Worked in Executive Search at Russell Reynolds and TASA/TMP focused on Financial Services
- » Managed TMP Executive Search's Asian business
- » Delivers lectures and workshops on Banking and Finance
- » Experienced coach with EMBA, MBA and MSc students in Business Schools in UK, France, Spain and Germany
- » Also coaches and mentors senior corporate and academic executives



Dr Penny Jarvis BA, MBA, PhD:

- » 15 years experience of running businesses in the Consumer Sector
- » Established and managed several Consulting companies, including Egremont and The Good Company
- » Specialises in Management Consultancy, Consumer Industries and Entrepreneurship
- » Delivers lectures and workshops on those sectors as well as on organisational behaviour
- » Experienced coach with EMBA, MBA and MSc students in Business Schools
- » Also coaches and mentors senior corporate and academic executives

Contact Us

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