



cornerstone

counselling • coaching • wellbeing

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COACHING CASE STUDY

SESSIONS DELIVERED BY CHRIS WALLWORK (MBACP)

Out of respect for our coaching clients, whilst produced in collaboration and with consent, all case studies are anonymised.

Client is a property management firm, based in Glasgow, Scotland.

Sessions were delivered to the senior management team, consisting of MD, CFO, and Director.

Client requested to meet with Cornerstone to discuss communication and conflict issues within the senior management team (SMT). The goal at this stage was to construct a coaching plan where authenticity could be promoted in order to help find ways where 'everyone could be heard'.

Using our Values Based Culture structure, Chris worked with the clients to understand where the synergies and differences were in relation to individual and organisational culture. Once these were understood, Chris' counselling skills provided the space for the SMT to safely and congruently explore their differences and challenges faced, and look to work towards a successful re-drawing of organisational culture.

Ultimately, this is still a work in progress and further sessions may well be utilised in order to assist the SMT in following their set targets and expectations. In the first instance, feedback has been received stating that the client is extremely happy with the quality of the work achieved, and the delivery of the sessions.

"Chris helped facilitate a safe space for us to air our grievances, both as individuals and in relation to our business approach. Within this space we were able to unpack so much that it feels like we have rediscovered our corporate mojo."