



Coaching for the Board of Directors

Navigate are highly successful specialists in recruiting, developing and supporting leaders in education, skills and children's services. (www.navigategroup.co.uk)

The business was formed in 2006 by Veena Murray, Jo Fish and Peter Addison-Child who between them have considerable expertise in consultancy and search and selection from their previous careers at Tribal and Price Waterhouse Coopers.

The business has been extremely successful. Turnover has more than doubled in two years and the business continues to grow and flourish due to the passion, dedication and skill of the Navigate team.

Navigate is a company that does not sit on its laurels – in 2008 the founding directors identified that they needed some clarity on their future vision and direction of travel and an understanding of how to develop their individual and collective leadership as the business continues to grow.

Lynn Scott was recommended to the board by a previous client, an Executive Director she had coached during a period of significant personal and professional transition.

Following a meeting with The Board in April 2008, Lynn carried out an in-depth 1-1 meeting with key team members to get feedback on the perceived current strengths of the board and the wider team. Each board member received detailed written feedback identifying their perceived strengths and development areas. Lynn also made recommendations on next steps which included the following:-

- ✓ Executive coaching for each of the board members with Lynn
- ✓ Half day sessions focusing on particular ideas and issues that had come from the written feedback
- ✓ Feedback by Lynn following board meetings to identify where and how the team could work more effectively and productively
- ✓ An away-day to develop a clear vision and strategy going forward.

Following this work, the board say:- "we found the experience invaluable and Lynn has helped us to look forward and plan for the future"