

Uniq Foods and Greencore

The site at Northampton employs 850 people from more than 35 nationalities. Being a people focused business, they wanted to further enhance their leadership and management training, and create a coaching culture within the organisation. Working closely with the learning and development manager, we identified the training needs of the organisation and senior leadership team. I then wrote a bespoke coaching programme, which provided the delegates with core interpersonal skills and incorporated a range of coaching theories, principles and techniques including NLP and HeartMath.

We ran the "Conscious Coaching" Programme with 3 cohorts comprising of 9 senior leaders and managers in each grouping. The programme duration was 5 days, which are spread over 13 weeks with 11 monthly follow up workshops.

The programme successfully implemented a coaching culture into the organization, which resulted in the Company winning an Industry Award. The Northampton site is now held by the wider organisation as an example of best leadership practice. The senior leaders of the business have now cascaded the training down through the organisation and have been running a series of 2 day "Introduction to Coaching for Performance" programmes to the level 2/3 management team.

Check out our Video Testimonial at <http://youtu.be/4R2-glqSm-Q>.

Greencore – Learning and Development Manager

"I am really please to inform you that last week at the "Food Manufacturing Excellence Awards" Greencore Northampton was awarded the prestigious accolade of:

Chilled and Fresh Manufacturing Company of the Year

In short, Northampton was recognised by our food industry peers for 3 key elements, namely, our:

- *Environmental Journey*
- *Innovation of New Products*
- *On-going colleague development*

In particular the "Conscious Coaching" programme was specifically named as a central pillar of how we grow and support the talent within our business.

I wanted to take this opportunity to express my thanks for the hard work, commitment and support you gave to the site in order to develop and deploy this fantastic development programme. As we have previously discussed the Conscious Coaching programme has had a very powerful impact on the individuals who have attended and the changes within the business have been fantastic!

I am really pleased that your work has been recognised and contributed to the success of Greencore Northampton!"

Greencore – Health & Safety Manager

"The learning style is infectious, calming, relaxed and fits within what a coaching environment should be like; fantastic! Thank you for giving me the self-belief in my decisions, and supporting my development as a performance coach"