

THE CLIENT

A manager facing uncertainty over their next career move.

THE CHALLENGE

The manager had been approached by a head of department to consider an interview for an internal career move.

Whilst this was a promotion there were aspects of the role that the individual felt uncomfortable with.

This included the desire to continue a piece of work that had already been started and that could be managed within the new role

THE SOLUTION

Over two sessions the uncertainties were firstly explored and then unpicked.

The client then developed an alternative scenario to propose that they felt met the need of the new role, whilst supporting their ambitions and those of the organisation.

The session ended with some focused interview work and support.

THE RESULT

The manager was offered the new role and was able to negotiate the changes that they needed to ensure that they felt the role was right for them.

The hiring head of department was then able to negotiate a smooth transfer of the individual to their team.

ANDREW CRATCHLEY

Andrew is an experienced coach and mentor.

Having worked in a number of industries in a range of senior positions Andrew is able to offer unique insights into possible solutions for individuals facing difficult choices and challenges.