



Realise the unrealised



Professional Career & Leadership Coach

I formally trained as a Coach in 2017, having personally experienced the life changing benefits of coaching.

I left employment in 2019 to set up my own Coaching & Consultancy business so that I could focus on work I feel passionate about.

Coaching enabled me to find the self-belief and confidence to go after what I wanted and so now I help others to do the same.

I invest in regular continuing professional development and Coaching supervision.

- **Coaching options are online or in-person (location dependent)**
- **Additional Coaching Services include**
- Team Coaching, Coaching Fundamentals training & Women in Leadership programme
- **Consultancy Services include - HR projects, Talent, Learning & Development and Change Programmes**

I have 20 years of Human Resources, Talent Management and Learning & Development experience.

I have worked in and supported managers & leaders in various sectors including - financial services, insurance, engineering, energy, office supplies & water compliance.

I have mainly worked in Private, fast paced and complex, Corporate organisations, but also have experience of working in the Public sector and for a Private Equity business.

I also have extensive experience of working at a Senior level in a business partnering capacity.

I have a varied portfolio of Coaching clients including private and executive clients. A current engagement is with NHS England's Professional Support & Wellbeing Service whereby I am engaged in Coaching trainee GPs & Consultants which is very varied and rewarding.

Career Coaching

Suitable for individuals who are feeling stuck or dissatisfied with their career. You might be at a crossroads, been unsuccessful in a job application, your role might be redundant or you fancy a complete pivot.

- Explore Career options
- Identify & translate your strengths
- Identify your 'non-negotiables'
- Develop your self-belief and confidence
- Develop a strategy for your next move



Typical Coaching Structure:

- Exploratory discussion
- Contracting
- Goal identification
- Complete Strengths Profile
- Programme of Coaching sessions (usually once or twice a month)
 - Career planning review
 - Experience audit
 - Strengths audit
 - Core values elicitation
 - CV / LI profile review
 - Job search strategy
 - Interview preparation (includes a mock interview)
- Progress reviews
- Learning reflection & action planning

**Example of Career Development Package*

Career Coaching Packages

Express Career Package - £600

- 3 x 1-2-1 coaching sessions

Career Development Package - £1,250

- 6 x 1-2-1 coaching sessions
- Strengths Profile

"Gemma was sincerely supportive in helping me identify my strengths and competencies from my past employment that would be of benefit to my new prospective employers. She also inspired me that I could have the career I wanted and coached me on how to position myself in the American job market."

Leadership Coaching

A personalised and collaborative approach to help you enhance your leadership skills, effectiveness and overall performance. Improve your:

- Leadership abilities
- Decision making
- Communication skills
- Emotional intelligence
- Strategic thinking

Skill-build through practice, reflection and form new habits.



Typical Coaching Structure:

- Exploratory discussion
- Contracting
- Goal identification
- Complete Strengths Leadership Profile or ER360 + debrief
- Programme of Coaching sessions (usually once a month)
- Explore frameworks & tools - test & future pace
- Progress reviews
- Email support between sessions
- Learning reflection & action planning

Leadership Coaching Packages

Leadership Dev Package - £1,500

- 6 x 1-2-1 coaching sessions

Leadership Dev/Pro Package - £1,750

- 6 x 1-2-1 coaching sessions
- Strengths Leadership or ECR Profile

Leadership Dev/LPro Package - £2,000

- 6 x 1-2-1 coaching sessions
- Strengths Leadership Profile
- ECR360 Profile

"Gemma is supportive, encouraging and an excellent listener. She is very knowledgeable about organisational, management and leadership theory and I benefited from our discussions relating to these."

Development Tools

Emotional Intelligence Profile

- **ECR:**
 - Emotional Capital Report
 - 10 Emotional Intelligence skills linked to Leadership
 - Strategies & Action Plan
- **ECR360:**
 - Emotional Capital Report
 - Plus, 360 feedback
 - Strategies & Action Plan

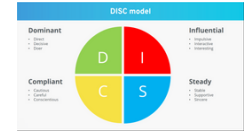


Benefits

- Develop self-awareness
- Understand how people behave at work
- Identify leadership potential
- Identify blind spots
- Identify hidden talents
- Obtain 360 feedback

DISC Profile

- Understand your personality preferences - benefits & limitations
- Recognise other personality preferences & their drivers
- Learn how to adapt your approach & communication style



Strengths Profile

- Leverage your Realised Strengths
- Understand your Learned Behaviours
- Explore your Weaknesses
- Discover your Unrealised Strengths (hidden talents)



“In working with Gemma, I've gained a deeper awareness of where I'm getting in my own way, and I've been given specific tools to help bring organisation to my work. Anyone looking for a skilled coach with a warm and welcoming presence should reach out to Gemma!”

Why Choose Me?

- ✔ Professionally qualified Coach
- ✔ Master Practitioner NLP
- ✔ Member of the Association for Coaching
- ✔ Member of Henley Coaching
- ✔ RocheMartin EI Practitioner
- ✔ Strengths Profile Practitioner
- ✔ CIPD Fellow

Interested to work with me?

Gemma Hogan

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My coaching style is personable, appropriately challenging, insightful, supportive and fun.

I use a strengths-based approach, often focused on mindset, positive psychology and reframing.

Core Values

- **Integrity** - honest & professional
- **Personal Growth** - advocate of & lifelong learner
- **Creativity** - problem solver
- **Fun** - connecting & creating together
- **Optimism** - hopeful & resilient

"Gemma quickly puts people at ease and gains the trust of her coaches leading to creative structured sessions. Her skill in unlocking the potential of others has been a pleasure to observe and experience. I would highly recommend her for any business that recognises the importance of employee development."