



The Riverbank Partnership

An Introduction to our services

What we do

We work alongside founders, leaders and managers within design and creative businesses to facilitate individual professional development and an affirmative organisational culture through one-to-one and small team coaching. This leads to the development of a wide range of leadership, interpersonal and influencing skills and greater personal, professional and organisational vitality.

In particular we

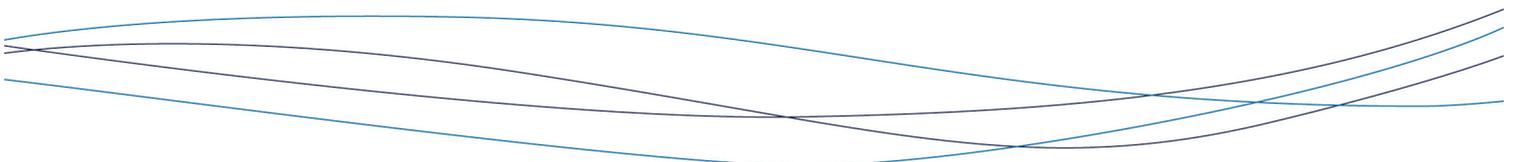
- Work at an **individual** level to help align personal motivations and personality type with leadership role and responsibilities
- Work at an **organisational** level to resolve the cultural or relational dynamics that affect personal, creative and business performance

We support our clients through a range of organisational health issues including:

Founder and leadership team dynamics. Professional development. Self awareness. Emotional Intelligence. Alignment of self and role. Leadership team clarity. Organisational change. Succession issues. Values, motivations and authentic leadership. Self management. Delegation. Peak performance. Conflict resolution. Communications style. Induction. The cultural impact of growth and mergers. Management development. Work life balance. Partnership. Hierarchy. Issue resolution. Organisational flow and vitality.

How it works

A one-to-one coaching relationship and process, the core of our work, takes place in a series of tailored sessions in which the coach works to guide and support the individual professional development journey in the context of role and responsibility within the commissioning business.





What coaching provides

A confidential space in which to support individuals in their role, develop optimum performance, explore challenges and resolve blocks that inhibit leadership.

In particular to:

- Enhance understanding of personal strengths and development areas then apply that self-awareness to role, relationships and professional development
- Maximise high potential and facilitate journey from creative, technical or management specialism into broader leadership
- Create personal development plans, identifying signature strengths and personal strategies for professional development
- Explore and resolve limiting individual or team dynamics, resolve 'stuckness', ease communication and motivation issues
- Provide a sounding board for personal, professional and organisational issues, decision points and dilemmas in leadership and organisational culture
- Develop broad range of influencing styles, performance, stress and conflict management skills

Which creative business uses our coaching services?

All our client work remains confidential, however we include a number of anonymous client testimonials on our website and distribute further testimonials - 'Tales from The Riverbank' - on request. For a copy of the latest and all other information, including a description of the nature and process of coaching, please contact managing partner John Whittington: john@theriverbankpartnership.com

