



COACHING FOR SMALL MEDIUM ENTERPRISES (SMEs)

Stening Consultancy Ltd. offers a portfolio of management development/personal effectiveness programmes and consultancy services helping managers and teams, across a range of business sectors, improve effectiveness, productivity and performance. As most organisations today operate in a competitive climate, we will work in partnership with you to strengthen management capability, enhance employee job satisfaction and ensure your policies are compliant with current legislation and industry good practice.

Committed to equity at work, Stening Consultancy provides high quality, professional services which offer your organisation and its people added value. Our range of services includes:

Management Development Programmes, Personal Effectiveness Programmes, Consultancy, Diversity Awareness Programmes, Mediation Services and Coaching for SMEs.

COACHING FOR SMEs

Coaching has proved to be an effective tool to help individuals realise their full potential. A coach will work with your strengths to motivate, facilitate and even be a 'sounding board'. Aims and objectives can be defined and realistic steps taken to achieve them. Whether you are just in the process of starting-up or have already established your business, Stening Consultancy can provide effective coaching programmes to help you and your business.

BUSINESS START-UP

Starting your own business can be both an exciting and daunting prospect. Stening Consultancy has worked with numerous SMEs and can provide coaching throughout the first 12 months of your business start-up. You may currently be considering your options or have only recently set-up, either way coaching can be used to support you, the individual manager, or team to achieve optimum performance levels.

DEVELOPING YOUR BUSINESS

You may have been running your own business for a couple of years but are disappointed with the way it has developed. Perhaps you feel 'stuck' or de-motivated, or are just caught up in the daily demands of the business that you lack the time to review, plan and action a growth strategy. Stening Consultancy can provide coaching to support you through a particular task or phase of development, for example, the recruitment and interview process.

Stening Consultancy can offer coaching to support managers and teams with:

- Problem solving and task performance
- Team building and development
- Relationship issues
- Staff motivation
- Work-life balance
- Facilitation

Key benefits include:

- Improved performance and increased productivity
- Quality thinking time to review the business
- Stay outcome focused and accountable
- Identify and build on strengths
- Identify and resolve challenges and/or limiting beliefs
- Renewed motivation

**Principal Consultant/
Managing Director
Letitia Stenning B.ED (Hons) MBA**

Letitia's career spans extensive periods as an educator, and then as head of education personnel for two local authorities. Prior to establishing Stenning Consultancy in 2001, Letitia was assistant director (training and development) for a national charity. As a firm believer in lifelong learning Letitia also has a diploma in personnel and employment law, diploma in stress management, certificate in teaching drama and most recently completed her master practitioner certificate in NLP (Neuro-Linguistic Programming).

Letitia has a daughter at university and is actively involved in her local community on a voluntary basis.

Associate Consultants

We have a team of associates who are friendly, skilful and with several decades of experience to meet your development needs.

**Office Manager
Jenny Welch**

Jenny has always enjoyed a life which involved interaction with lots of people and has spent many years as the personal assistant and chief administrator to the director of a large voluntary organisation working with people of all ages. Jenny has also enjoyed time as a secretary as a civil servant and a professional squash coach.



“ In 2000 I took the plunge and set up my own business and subsequently made the move from sole trader to limited company. I found the on-going support of a business coach invaluable to keep me motivated and focused. ”

**Letitia Stenning, Managing Director,
Stenning Consultancy**

“ The programme was of great value. Letitia has the ability and expertise to seek out the strengths and weaknesses of her client and with her experience of business start-up, Letitia is able to focus on the relevant skills required by her client. I am certain that the skills I have gained will continue to produce results in my business and personal life. ”

**Elaine Sealy, Managing Director,
Youth-2-Arts**



**Stenning Consultancy
People Developers**

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