

LEAD ON

ANN COLLINS COACHING

NEW JOB NEW CHALLENGES

How to navigate executive
transitions



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EMPOWERING LEADERS TO THRIVE

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LEAVING WHEN IT'S WORKING

Welcome to the 2022 Summer digital magazine from Ann Collins Coaching. The photo on the front is Kerry in Ireland where my Granny came from. At the age of 11 back in 1922 she made an incredible transition when she left this rural island. She travelled for three days by boat, train and horse and cart with her two slightly older sisters, travelling to England to go to school and start a totally different life away from the farm and her social network. Later, as a teacher, she accompanied children who were evacuated from Liverpool during the second world war, helping them to transition and thrive in very tough times. She made brave transitions and helped others make them too.

I learnt a lot about change from her: the need to find the good in people, to seek fun in times that are hard and the need to be resilient and yet open. She grew up in an Irish Catholic tradition and this prayer was on her window sill: Grant me the serenity to accept the things I can not change, courage to change the things I can and wisdom to know the difference.

Making the decision to change is maybe clearer when things are not going well, but what about when life is good? Can we challenge ourselves to imagine opportunities that could expand our horizons and bring adventure, for example? Can we imagine a career that is more fulfilling?

This magazine edition is certainly based on a lot of personal experience. I am moving back to the UK this July and experiencing a major transition and transformation myself! It's also based on your experiences as clients - many if not most of my clients are considering or undergoing some kind of transition, either themselves or within their organisation. I'm delighted to welcome Linda Mueller as our guest contributor for this edition: she is an expert is helping executives and their families to relocate and make those big transitions.

Change gives us the chance to grow, up-level and be the next best version of ourselves. If you're experiencing a major transition this summer, I encourage you to embrace it! Let's lean into the discomfort and don't forget to celebrate as you move forward.

See you in the U.K.!

With warm wishes

Ann

ann@anncollinscoaching.com



Ann Collins
Executive and Leadership Coach

HOW DOES A COACH NAVIGATE ONE OF LIFE'S BIG TRANSITIONS? SEE IT AS A TRANSFORMATION...

ANN COLLINS

We're 5 weeks away from packing up our life in Belfort, France after 11 years and moving back to Bedford in the UK. It turns out that being able to help others to make big transitions and transformations does not necessarily mean that the path is clear and straightforward for a coach! Change isn't easy... big life decisions go against our brain's default to want to protect us from potential danger and the unknown.

My first reaction has been to dive into the "to do" list: selling and buying property and the logistics around moving. This is all a bit of a rollercoaster but not that difficult, but what I find hard is saying goodbye to friends and wondering whether this is a "good decision" for me and my family. Will we be able to create a life we love again? This is the end goal!

Leaning into that uncertainty has required me to reflect (again!) on my values: what does it mean to me to create a life I love? Coming back to this first principle is so important and it's helping me to keep grounded when in a potential state of flux. I am using a couple of great coaching questions over and over again: when have you done this before? What strengths did you use then and can draw on now?

This is an easy resource to draw on, having lived and worked in Germany, Nepal, Zimbabwe, France and the UK. Even if the context is different (moving with teenage children in tow brings another element!) I have the evidence to show myself that we can as a family adapt, settle and establish a new life within a matter of weeks.

I also know that there will be mourning to follow for a life that I love here, built around the amazing people we have become friends with (which has been the case for me every single time I have moved). However, with that comes the knowledge that I can do it again and we can create another life that we love. We can transform.

Knowing that having great relationships with people are one of my core values helps me to make my "to do" list for this transformation: simply making plans to be able to connect with others in our new place.

Of course, the myriad of other practical tasks have to be done, but keeping the end goal clear and my personal values at the centre, means that I'm feeling good, my energy is high and the "to do" list runs itself! Leaning in and embracing the transformation to come is the key.



TRAINING THE BRAIN IN TIMES OF TRANSITION WHEN OUR IDENTITY FEELS UNDER THREAT: GROWTH MINDSET AND HABITS TO DEVELOP NOW

ANN COLLINS

A new job or change in circumstances can be challenging for many reasons: getting to grips with a new team, a new organisation or even a new country. But we don't often talk about a change that is much deeper: when a change in job or situation leads to a new identity. Stepping into a different role often means leaving something behind as well as taking on the new identity.

If you are a new parent, you will know what I mean! The transition into leadership or other more senior roles often brings a shift in identity. If this role change is within the existing organisation, it can lead to the questioning of previous working relationships as you take on a different status and authority.

Retiring from work is another clear example that is often particularly challenging to those whose working role has been a huge part of their identity. "I am a doctor" no longer holds: who am I now?

Rethinking transition as an opportunity for transformation is a strategy that helps us to make the most of that change. Perhaps taking things further than we had initially thought possible. It also helps us to deal with the sometimes uncomfortable thoughts and emotions that come up during the process of transformation.

ACTIVELY FOCUS ON HAVING A GROWTH MINDSET

Unfortunately our brains naturally and constantly scanning for threat and danger. Transitions could easily be interpreted by the brain as a serious problem, especially as it is a potential social threat as relationships change.

Unfortunately, when our brain feels under threat there is a tendency for us to lean into more of a "fixed mindset" approach, where we believe that we can't change and that effort is therefore futile.

In fact, what we need most in those moments is to access a growth mindset: to believe that change is possible, that we can learn and with effort we can improve. Importantly, we know that in this mindset, we are more likely to ask for feedback from others, we are more likely to interact and we are able to focus better.

The result being that people adapt much faster, with greater ease and they get the help they need. They might make more mistakes along the way, but they will learn faster and interpret problems as an opportunity to grow.

Our own transitions can all benefit from this for by being self-aware and quickly building new helpful habits.



CREATING THE CONDITIONS FOR A GROWTH MINDSET

At an organisational level, psychological safety is a must: people must be allowed to make mistakes. Building a culture of belonging and trust where building quality relationships is prioritised, are non-negotiable to create the opportunity for a growth mindset culture to flourish.

But how can we do this for ourselves in a period of a big transition and our identities is in flux?

START WITH YOUR RELATIONSHIPS: CONNECT

We know that social pain is longer lasting and more detrimental than physical pain: you probably remember that time when you embarrassed yourself as a teenager far more vividly than the time when you cut your finger chopping vegetables last week!

Tackling loneliness is also a key message from specialists who talk about the importance of quality relationships in the battle against burnout and stress, both as prevention and in recovery.

By connecting, we can explore our new identity and we can experiment and learn from observing ourselves and others. We can start to construct new ways of doing things that support our new identity by learning from our experience in a very active way. We're not worrying about being "perfect". It's an experiment.

CONNECTING CAN SOMETIMES FEELS HARD: MAKE IT A NON NEGOTIABLE HABIT

This could be as simple as deciding to invite co-workers for a coffee during a break times. The key is to make it a habit and keep adding new habits to support a growth mindset. Deliberately overriding the brain's default 'threat' warning system can be challenging, so having habits in place and asking others to help us to keep to them is a great way to keep on track. For example, keep regularly looking at the progress you are making rather than only the problems/deficits in meetings.

4 VITAL GROWTH MINDSET HABITS TO GET STARTED

There are specific habits that help us to adopt a growth mindset:

- Notice when you're not in a growth mindset - spot the language! "I'm always hopeless at X!" "I'll never be able to do X!" A self-deprecating stance often effectively hides a fixed mindset and in many cultures this is rewarded - be aware of what you are thinking!
- Be curious and open to different options in order to reach an outcome. Value experimentation; for yourself, give yourself whatever you need (time, permission to fail....) to be able to learn, adapt and move forward.
- Value progress by celebrating and rewarding it. Striving for excellence does not have to be abandoned: both are possible side by side!
- Developing your own culture of feedback whereby you automatically ask for it.

If this is an area that you or your organisation could benefit from and you'd like to have more training, coaching and support, [click here](#).

EXECUTIVE TRANSITION, AN UNEXPECTED JOURNEY

GUEST FEATURE FROM LINDA MUELLER

Nearly 20 years ago, I agreed to step off of my corporate career path so that my husband could accept a position in Tokyo. My identity and self-worth were so closely tied to my career that I struggled to find purpose, connection, and even joy in my new life.

My husband was supportive, but he was also extremely busy in his new role. I felt lost and alone. Once the newness of my so-called adventure wore off, I also felt guilty that I wasn't more excited about the opportunities my new life offered. I questioned my decision to move abroad.

I could have stayed in the downward spiral of questioning and regret. I've seen others do it. They failed to find their way. The impact of their discontent was often detrimental to their family's overall experience in the new location and, in some cases, their ability to remain there.

I wasn't going to let that happen. I had given up too much to 'fail' in my new role. With my husband cheering me on, I experimented with who I wanted to be and how I wanted to spend my time. Some attempts worked out and others didn't, but I never gave up.



I eventually learned how to adapt and thrive as an accompanying partner. I have had plenty of opportunity to practice what I learned as my family made seven international relocations over 13 years that took us to Tokyo twice, Abu Dhabi, and London before we repatriated to Chicago five years ago. The rewards of this unexpected journey - the people I've met, the experiences I've had, and even becoming a mother - are immeasurable.

EXECUTIVE RELOCATION

My initial relocation experience isn't unique. One of the most common reasons that a corporate relocation fails is that the family - and typically it is the accompanying partner - struggles and then fails to adapt within the first year. The family gets caught up in the excitement about and preparations for the move. They have high expectations of the new location based on assumptions that may or may not be true.

Upon arrival, you - the executive - will be focused on settling into your new position. If you have children, they will most likely head off to their new school. Your partner is left to set up house and manage your family's new daily life - establishing a routine, buying groceries, finding doctors, creating a social network, and other, often mundane, tasks. All the while, your partner will also need to fill the void left by the loss of community and employment or other purposeful activity engaged in prior to your relocation.

Over time, the void can damage your partner's sense of self and leave them with a lack of direction or focus. An accompanying partner's inability to adapt can strain the entire family's mental health and interpersonal relationships, and potentially your job stability. The cost of a failed executive relocation are high both personally and professionally!



WHY CORPORATIONS SHOULD CARE

When a corporate relocation fails within the first year, there are direct and indirect costs to both the employer and executive. Employer losses include HR time and funds invested pre-move, relocation expenses, housing assistance, and countless miscellaneous expenses/fees, etc. In the case of an international move, there are often additional immigration fees, foreign taxes, cost of living adjustments, and school fees, as well.

For you, a failed relocation is even worse - shame, a damaged reputation, lost work time, and potentially a rash decision to change direction altogether. When an executive fails in their new position, their moral or reputation may be hurt, which typically decreases their previously high performance. At the same time, the transitional period can negatively impact teams in both the previous and new locations. Work often slows, or even stops, during transitional times which can lead to a reduction or delay of revenue.

With these costs in mind, consider asking your employer to fund support for your accompanying partner. Such support will certainly be less costly than a failed assignment.

Depending on your circumstances, the following may be beneficial investments to ease your partner's transition:

- Professional relocation support - immigration, transportation, moving and procuring household goods, organizing schools and utilities, immigration, etc.
- Language lessons
- Intercultural training
- Life or career coaching
- Career retraining or recertification support
- Membership to social or professional networking groups or club.

TRANSITIONING SMOOTHLY

The transition period begins as soon as you decide to relocate - not once you arrive in your new location. Every minute you spend on transition preparation work prior to your relocation has a direct impact on the likelihood of a smooth transition once you and your family arrive in the new location. Often, executives make the grave mistake of focusing solely on the logistical aspects of a relocation. This misses what should be the real priority - creating a smooth transition mentally and emotionally for the entire family.

Communication between you and your partner is the foundation of a successful transition. While there are many unknown and often uncontrollable factors related to a move, open lines of honest communication can ease the transition by guaranteeing the flow of important information, managing expectations, addressing and mitigating relocation-associated issues as they arise, and giving you partner a voice - and therefore ownership - in the transition.

In the early stages of transition discussions, be careful to not make promises to your family that you may not be able to keep. Promises lead to expectations, which may be hard to manage. Until you are on the ground in your new position, it is difficult to know exactly what work will require of you and what day-to-day life will be like for you and your family.



Prior to relocating, and ideally prior to deciding to relocate, assess and address the relocation opportunity holistically - beyond just the logistical aspects of relocation. Getting clear on individual and family values - what's most important to you and your partner - can provide a filter through which to evaluate the situation.

- What non-negotiable personal factors exist?
- What impact will the move have on your lifestyle and that of your partner and your family?
- Will your partner be able to carry on with his/her current purpose whether it's paid or otherwise? Does your partner want to continue on as before or use this experience as an opportunity to reinvent him/herself?
- If on-going personal commitments exist - such as supporting ageing parents - how will they be handled after the move?
- Are acceptable housing, schooling, and healthcare available?
- Finally, and perhaps most importantly, why are you making the move? Getting clear on 'why' will give your family an end goal on which to focus should they encounter any rough patches during the transition.



Discussing these factors can provide the basis for a transition plan that extends beyond logistics. What questions and concerns do you have? Who can provide the information you need? How will lifestyle and other trade-offs be managed? What needs to be done before, during, and following your physical relocation? What role will the your partner play during and following the transition?

FRONT LOAD YOUR TRANSITION PLAN

Planning and preparing prior to your move will free up time and energy to focus on personal adaptation once you arrive in your new location. A front-loaded transition plan should include community building, education, and a focus on your accompanying partner's self-care and self-defined purpose.

Start learning about and creating connections in your new location before you relocate. Your employer, your personal and professional networks, and local community groups on Facebook (e.g., Girl Gone International) and other social network platforms (e.g., InterNations and local Meet up groups) can be welcoming and helpful resources. If time allows, a pre-move trip can also be very insightful. Having an idea of what to expect and people to contact immediately following the relocation will make the experience much less challenging and isolating for your accompanying partner.

Educate yourselves on the concept of culture shock, which can result from a relocation of any distance. Oxford defines culture shock as "the feeling of disorientation experienced by someone who is suddenly subjected to an unfamiliar culture, way of life, or set of attitudes". Knowing that this is likely to occur and respecting that various family members may experience the various stages - honeymoon, frustration, adaptation, and acceptance - at a different pace will give your family a common language to discuss the experience and feelings. Intercultural training can also lessen the impact of culture shock associated with an international move.

Throughout the entire transition, encourage your partner to focus on self-care - practices such as eating and sleeping well, exercising, spending time outside, socializing, and perhaps even a massage - to reduce stress and maintain resilience through ups and downs of the transition process. Maintaining physical and mental health is vital to achieving adaptation.

PARTNER'S PURPOSE

Strong communication and holistic transition planning are the keys to a smooth transition, which will enable your partner to free up mental space to focus on finding purpose - be it paid or otherwise - in the new location.

The complexity of relocation circumstances will impact the timing of the accompanying partner's focus on (re)defining and finding purpose. Be patient, supportive, and kind. The key is to ensure either personally or through professional support, such as career counselling or life coaching, that your partner maintains progress toward achieving fulfilment.

While some accompanying partners expect to continue the career or other purposeful activity from their previous life following their relocation, others use their relocation as an opportunity to reinvent themselves. They search out and experiment with different fulfilling ways to spend their time. Often, priorities, goals, and interests shift during the transition as new contacts are made and experience is gained causing the accompanying partner to reevaluate their initial intentions.

Regardless of which path your partner is on - continuation or reinvention - strong communication, strategic planning, and solid support will ease the relocation transition and open the door to new and potentially unimaginable possibilities for your partner.

ABOUT LINDA:

Linda Mueller is a certified life coach and mentor who uses proven tools and strategies to empower lost and lonely accompanying partners to feel confident, connected, and engaged in their new lives.

If you would like to learn more about Linda and her coaching services, please contact her at TheExpatriotPartnerCoach@gmail.com or visit her [website](#):

4 BELIEFS ABOUT TIME MANAGEMENT THAT ARE HOLDING YOU BACK: TIME TO CONSIDER A RESET?

ANN COLLINS

If you've ever wondered why managing time is so difficult, you're not alone! Feeling too busy, feeling overwhelmed and not feeling in control of our time are common feelings for many and stop leaders from sometimes even embarking on their biggest goals, for fear that they won't have the time.

Maybe you feel that you don't have enough time for yourself to think about your own leadership career and to focus on the aspects of your life that are important to you? It's very common to feel that we are on a bit of a hamster wheel with many competing demands and we're left asking the question: where to start?

In my work with many busy, senior leaders, I see that the first step is realising that you are not alone! Secondly, whilst it may feel counterintuitive, taking time to even think about this is necessary – in that sense there isn't a magic wand or a shortcut to deciding to allocate time to reflecting on how you use time, but more importantly, what you believe about time.

Remember: what you believe and how you see the world is what determines your actions.

This article is going to examine five common beliefs around time that can stop leaders in their tracks from becoming the leader they want to be. The good news is that this re-evaluation does not take much time! As you're reading this article, simply ask yourself if these points apply to you and take note.

There are 4 core beliefs around time that hold leaders back:

1. Time is the problem: "I need to be more efficient/do more!"
2. Busy means successful
3. I "should"...
4. Downtime is a luxury



BELIEF NO. 1: TIME IS THE PROBLEM: I JUST NEED TO BE MORE EFFICIENT!

When we think we are “too busy”, we often, understandably, think that not having enough time is the problem! It is often the very first thing that leaders say to me: I don't have enough time, I have too much to do, I'm exhausted and I can't carry on like this, I'm not being efficient. Something needs to change, but efficiency is rarely the issue.

A belief in greater efficiency and timesaving takes leaders so far but doesn't enable them to develop the higher-level key skills of a great leader. Frequently, leaders who are in this phase need to step back and take time to consider what they want to be as a leader and consider what leadership means to them as it may mean they need to shift gears in terms of what is required in their role.

In order to progress as a leader, the time spent “doing” generally becomes less – being an expert may well be less important and this is not always an easy adjustment for senior leaders. However, if you hold on to the role of expert as well as leading at a high level, often the job is overwhelming. Furthermore, there is a risk that we don't fully empower those on our teams by allowing them to take responsibility.

More importantly is the ability to influence, inspire, support and facilitate the growth of others. Moving into and accepting that higher level of leadership requires a total shift in how leaders see their role, their purpose and in turn, their time.

Solutions to this rather complex problem are therefore very individual but each week I suggest scheduling time that is free of meetings, calls or emails. This allows time to reflect and plan for the next week ahead, bearing in mind the overarching priorities is. I find this is an excellent and very manageable place to start.

To conclude: revisiting what your role as leader needs to look like, rather than seeking to cram more into each day, is an important and ongoing exercise. Giving yourself time to do that is time well spent!

**“LACK OF DIRECTION,
NOT LACK OF TIME,
IS THE PROBLEM.
WE ALL HAVE 24
HOUR DAYS”**

Zig Zigler



BELIEF NO. 2: BUSY MEANS SUCCESSFUL

As a status symbol of success, being constantly busy has become synonymous with having a senior role, at least in Anglo-Saxon cultures. Interestingly, in my experience of living and working in France, being busy is generally not worn as a badge of honour and how liberating that is! I have embraced it fully! This cultural difference has highlighted to me the possibility that a culture of busyness is also possibly part of the problem.

It requires a deep change of belief around what success means to us and crucially, what it looks like for you. Can you be successful and not busy? What could replace this vision of success? Could success look different for you? Clarifying our vision of success is an important part of challenging this belief.

How does being busy serve you? What would serve you better?

Finally, watch what you say to others and yourself: how often do you say you are "too busy"? What could you say instead? "I'm really enjoying my work – it's definitely stimulating!". If you're doing what you love in the way you enjoy, it's success! If you're not, then being busy isn't the problem, is it?

BELIEF NO. 2: "I SHOULD SPEND MORE TIME DOING"

When we believe we "should" do something with time, alarm bells should ring. Do you WANT to do it? What are the consequences? Time spent in "should" mode is probably not time aligned to your purpose and so will hold you back from achieving your personal goals. Of course, organisational goals and other "obligations" may not always align with your personal goals, but enough of them need to align so that the "should" does not arise regularly and being attentive to any "should" talk is a great place to start to question this belief.

There may be activities that are important, but that we don't enjoy much and that take a lot of time. For me, cooking the dinner every evening is a "should" at one level: we need to eat! However, when I go back to my purpose that having time with my family is important to me, I can reframe that as being the vehicle to having that time together when we sit down. The act of cooking becomes less of a "should". A "should" is always a nudge to question something: reframe it, delete it, delegate it or delay it.



BELIEF NO. 4: DOWNTIME IS A LUXURY

This was a personal block of mine that took some time to shift. I believed that downtime was to be essentially “earned” by achieving!

This belief is often engrained from childhood and is especially prevalent amongst “good students”. At its worse, it can lead to someone being unable to rest and feeling guilty about taking time off to recharge and enjoy their life, which is often completely at odds with their purpose.

HOW CAN YOU CHANGE THESE BELIEFS?

Our beliefs show us our patterns of thinking, so to change our beliefs, we need to change our thinking.

When I started coaching, I noticed that the last belief that downtime is a “luxury” was coming up often for me! As a natural “do-er”, I was quite happy in my zone of doing, until it became overwhelming as a teacher and a coach with two businesses and a busy family life. As with many of my clients, I got to a point where I knew that something had to change as “doing” didn’t feel much like “living”.

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Being more efficient or working harder were not options. When I started to notice my belief around downtime being “a luxury” and even a waste of time, I saw the real problem: I wasn’t valuing the need for rest and relaxation! In fact, I didn’t believe that I needed it! Furthermore, I didn’t believe that I could have both: rest and enough time to work.

I had to go back to my purpose to see that I needed rest to work well. This will sound so obvious to you reading this, but many of our beliefs that hold us back are obvious to everyone else!



SELF COMPASSION IS VERY IMPORTANT

Often these beliefs come from our past experiences and our education and as they are a part of us and "normal" for us, it's not so easy to change them. It can take time to go through the process of identifying and challenging them and then deciding what you want to replace them with.

In my case, I wanted to believe that it was possible to have work and rest. I wanted to truly believe that both were necessary. I spent some time working on this – noticing, correcting and replacing my inner voice, and catching and challenging the old belief as it popped up.

At the same time, to help shift the belief permanently, I created new habits. In addition to my cycling, I stopped working on a Sunday and now, I'm extending that to Saturdays.

You can imagine the impact of that, not only on the quality of family life, but also on my own energy and productivity. I'm a better and happier coach and a better and happier member of the family!

This is just one example of a small shift that through coaching has changed my life and that of my family. I hope also that it gives my children a positive role model for their possible future as parents juggling family life and work.

I think it's also important to say that this is still work in progress for me!

YOUR 4 STEP PROCESS

- 1 Recognise and challenge the beliefs that are holding you back.
- 2 Visualise how you would prefer to be managing your time
- 3 Create new beliefs to replace unhelpful ones
- 4 Commit to stepping out of your comfort zone to live out those new beliefs

"SELF-CARE IS NOT SELFISH OR SELF-INDULGENT. WE CANNOT NURTURE OTHERS FROM A DRY WELL. WE NEED TO TAKE CARE OF OUR OWN NEEDS FIRST, SO THAT WE CAN GIVE FROM OUR SURPLUS, OUR ABUNDANCE."

Jennifer Loudon



WEEKEND

IF YOU DO ONE THING THIS WEEK...

Find time to reflect by setting aside even 30 mins a week to prioritise, check in on your purpose, plan out your week by planning onto the calendar, this is a great way to increase self-awareness.

Listen to your inner voice or dialogue as you are planning out your time. What are you telling yourself? What beliefs are you reinforcing? Which are helpful or not?

As a leader, encourage your team to do the same by creating times that are, for example, "meeting free" or email free or protected time for planning for the next week. Give permission to everyone to build in time and energy to reset.

CHANGING BELIEFS IS PARTICULARLY CHALLENGING WHEN THE "NORM" AROUND YOU SUPPORTS IT!

Making a conscious decision to step out of the busyness circus has helped when going through this process of changing beliefs around time.

When those around you are reinforcing beliefs around time that do not serve you, it is especially important to keep the "why" in mind: what is the purpose for you of stepping out of the busyness culture? For me, I want to use my energy differently so I refuse to channel any energy into "being busy" and I'm very mindful of using the word at all.

HOW WE SPEND OUR TIME IS HOW WE LIVE OUR LIVES

Discussions around time management can take us to the heart of many other issues because ultimately that is how we measure our life: how we spend our time! Each mini-decision is reinforcing our beliefs not only around time, but also about what we believe is important. Let's be intentional!

Is it time for you to consider a reset?



Executive Coaching is a powerful, holistic and efficient way to address time management, high performance and wellbeing.



**"YOU CAN HAVE
ANYTHING YOU WANT IF
YOU ARE WILLING TO
GIVE UP THE BELIEF THAT
YOU CAN'T HAVE IT."**

DR. ROBERT ANTHONY

OUR COACHING PROGRAMMES

Executive Coaching for successful senior leaders

Ann helps successful senior leaders to clarify their career journey, set expansive goals and develop a mindset that enables them to achieve goals they previously believed to be "impossible".

She provides packages of unlimited individual coaching over a 6 month period, providing personalised support throughout.

If you're ready for real change in your leadership career, ready to start living your legacy and to unlock your potential, book a call to see if we could be a fit.

WHAT YOU CAN EXPECT

CLARIFY your **VISION** and **GOALS**, inside and outside of work

Address and overcome CONFIDENCE issues

Uncover your true STRENGTHS, CAPACITIES and **POTENTIAL**.

REALIGNMENT with your **VALUES, PURPOSE** and **MISSION**.

Create LONG TERM PLANS for your personal and professional life that **EXCITES** you

UP-LEVEL your **LEADERSHIP SKILLS**

CHANGE the way you think about yourself and place in the world **FOREVER**





OUR COACHING PROGRAMMES

Leadership Coaching for Organisations

Ann is passionate and skilled in helping to bring out the best in leaders, to empower them to embrace their roles with courage, authenticity and energy so they can achieve their professional goals.

She provides bespoke coaching and specialises in supporting global businesses experiencing rapid growth and transformation. She has recently worked with Zenith Watches, Sutton Valence School and provided workshops for the GE Global Talent Acquisition Team.

Themes include: Conflict Management, Building Effective Teams, Leader As Coach, Harnessing the potential of the c-suite, Developing a High Performance Mindset.



WHAT YOU CAN EXPECT

REALIGNMENT with your **VALUES** as an organisation and how they translate into action

A BESPOKE programme designed together to **UP-LEVEL SELF-LEADERSHIP** and **LEADERSHIP SKILLS**

A GLOBAL APPROACH with understanding of cross-cultural working

Highly **INTERACTIVE** and **STIMULATING** group training

CONCRETE ACTION points that are pertinent to your organisation with **ACCOUNTABILITY** built into the programme

Ongoing and **FLEXIBLE SUPPORT** from **Ann Collins**.

All programmes are available also in **FRENCH**.



EMPOWERING LEADERS TO THRIVE

A COACHING ROUND UP

"At the end of the session I felt rejuvenated, motivated".

As a busy HR professional, mother and wife I needed to find time to reflect and consider my own 'life-career goals'.

Ann enabled me to take timeout, reflect and assess on what really matters to me without being 'pushy' in her coaching approach. I felt I could open up to her straight away.

At the end of the session I felt rejuvenated, motivated and ready to focus on my 'life-work priorities' again with even greater clarity and vigour.

Jenny Rooney Kennedy (participant)

"The exercises were designed to encourage deep individual reflection and open discussion"

Many thanks to Ann Collins for hosting a truly thought-provoking coaching webinar. Ann, who works with leaders to help them realise their "impossible" goals, gave us a little peek into the world of leadership coaching with a one-hour interactive webinar.

With five key strategies, she walked us through how to start building on our personal strengths and resources we already have and how to shift our thinking to break through our own glass ceilings in order to become the next best version of ourselves. The exercises were designed to encourage deep individual reflection and open discussion. We finished by identifying actions that would actually make the difference! Less is definitely more!



SOME OF OUR PODCAST GUESTS



MICK WILLIAMS, PEOPLE & CHANGE GENERALIST

Mick has achieved professional impact in several fields: the armed forces; the senior civil service; and management consulting. He is served by a set of strong values and invaluable life experiences and, typically, gets things done by creating the conditions to allow others to succeed.

LINDA MUELLER, LIFE COACH & EXPAT MENTOR

Linda fully understands the opportunities and the challenges that expat partners encounter while living abroad often because their spouse is in a leadership role. She is a certified life coach who empowers expat partners to gain a deeper sense of self so that they can design a life they love.



Julian Tornare, CEO Zenith Watches

An inspiring leader who shows great humility, an expansive vision and infectious energy and has transformed the company in 5 years. At the helm of Zenith since 2017, Tornare has brought the brand back into the forefront of watchmaking. .



Hélène Bejjani, Global Learning & Development Leader

An expert in people development and has worked in international companies for many years, fully committed to her vision of creating a better workplace for all .



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We continue to make a donations to this unique project when we welcome new client at Ann Collins Coaching.

We are so privileged to be able to provide this support and be part of Susan's mission.

WHAT'S COMING UP?

Plan your leadership! What's next for you?

A FREE 1 HOUR COACHING WEBINAR
to set expansive goals and create the
conditions for change

MONDAY 6TH JUNE 2022
8PM UK/21H CEST



Monday 4th July
8-9pm UK/21H CEST

In this webinar, we will be exploring how we can accelerate our change in our leadership by focusing less on our "to do" list and more on our "to be" list.

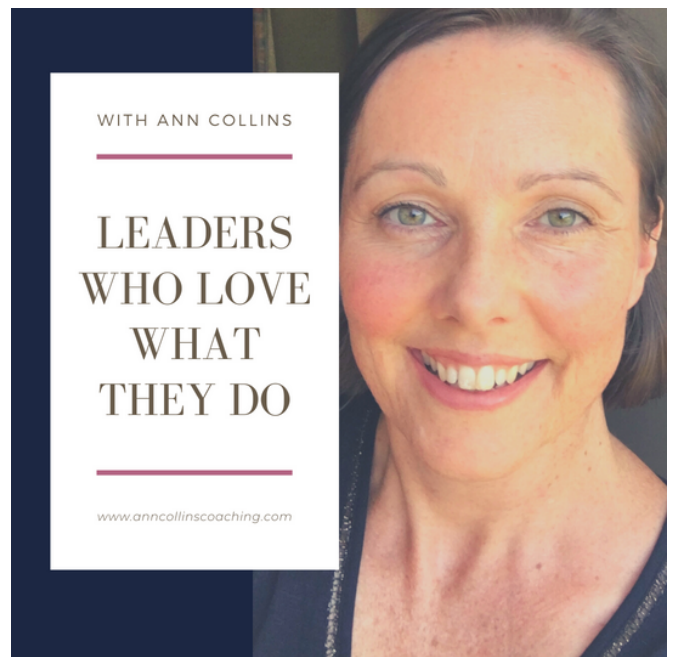
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*Ann
Collins*
COACHING

**EMPOWERING
LEADERS
TO THRIVE**