



The Grove Practice at work

Onsite TGP Coaching

Unlocking the power of TGP
Coaching within your organisation.



Our Objective

To bring mental health to the heart of your workplace.

Our coaching clients say
“ 100% rate our coaching as being
extremely helpful, very helpful or helpful
as a tool to support their wellbeing.* ”

The TGP Method

We create a safe, confidential space for your team to improve and nurture their mental wellbeing in the work environment.

Coaching Sessions

- Sessions are 45 minutes in duration and there are usually 8 sessions per working day, at fixed times. We usually leave 1 or 2 sessions free on the day for bookings at short notice
- Sessions take place face-to-face in a quiet and private space
- What gets discussed in sessions is subject to strict confidentiality
- Employees can share what they like in sessions. There is no set agenda and every session will be different

The focus of a session may include:

- A friendly chat (to shake off the day / let off some steam / offload)
- Work stress / performance issues / problems with colleagues
- Relationship difficulties (more broadly)

- Personal life difficulties, past or present
- Mood / anxiety-related issues
- Addictive behaviours
- Organisation and time management issues
- A focus on setting goals and objectives

Our approach is not overly directive but follows a coaching model. We are interested in empowering people to take the steps they themselves have come to realise are necessary for them to move forward.

Importantly, the TGP Coach will not diagnose or treat mental illness and sessions will not be a replacement for formal psychotherapy or psychiatric support.

For more information please get in touch with us at: hello@tgpwork.com

Our coaching clients say
“ 90% were able to take positive
action following their coaching sessions* ”

TGP Coaches

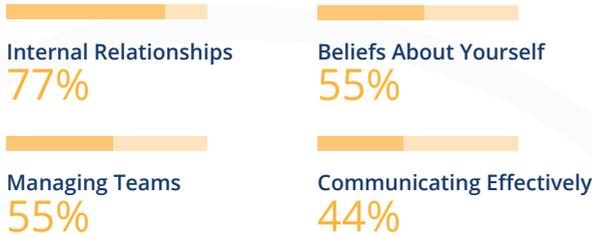
- All TGP Coaches are either experienced Coaches and/or Therapists (fully accredited with organisations including UKCP, BACP, ICF, AC or EMCC), who are well-trained and supervised, sensitive and compassionate
- TGP Coaches work in an integrated way, with a particular focus on emotional regulation and lifestyle management (sleep, diet, exercise, structure and setting of goals)
- TGP Coaches aim to guide and empower rather than create a culture of dependency. The ethos of positive psychology remains at our core

Our Guiding Principles

- To celebrate, embrace and destigmatise. We want to nurture a culture where individuals recognise their strengths and skills and align their lives towards them

- An atmosphere where working on oneself using the coaching programme is not shied away from but embraced and talked about confidently
- To lead from the front. We encourage the leadership team to confidently use and talk about the service, early on if possible, leading by example
- A focus on the individual not the bottom line. Many employee-focused workplace wellbeing initiatives are centered on increasing productivity for the business, with vested interests often muddying the water. At TGP At Work we believe a focus on the individual and their wellbeing is essential to a successful enterprise
- Access for all. A central theme of the workplace TGP Coaching model is accessibility. We strongly encourage companies to offer the TGP coaching service to all their employees, from the CEO to the most junior members of the team. A happier workforce is a more stable, integrated and productive one

Top 4 areas coaching focused on



Benefits of TGP Coaching

For the Employee:

- Greater wellbeing
- Improved work-life balance
- Increased confidence in work
- Clarity about the actions needed
- Improved skills in communication and influencing
- A clearer sense of strengths and how to use them effectively
- Improvements in key relationships at work and outside
- Better organisational skills

For the Business:

- A clear message that the company cares and is investing in its people
- A space to address and minimise the impact of work-related difficulties or challenges (as an adjunct to line management channels)
- Fostering a culture of openness, embracing mental health proactively
- A more empowered and capable workforce, with a knock-on effect on performance/productivity
- An opportunity to amplify company values and objectives

* Quotes and figures taken from coaching work undertaken in 2018 with a financial services company



Coaching is helpful because:

“Everyone should want to improve their skillset”

“It helps to increase communication and clarity, both in work and personal life”

“Life is hugely complicated; healthy and happy people makes for a healthy and happy work journey”

90%

of participants took positive action, in the following areas:

“Freed up mental capacity to focus on other things”

“Expanded relationships”

“Better able to articulate and communicate my issues”

“Greater clarity to next steps”

“How my personal issues impact my leadership style and working relationships”

“Best practices in running a team with younger team members”



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