

I make no excuses in saying I love what I do!

Over the last 20+ years I have coached a wide variety of senior CEO's, leaders and teams across many sectors of the business world, as well as teams and elite performers within the professional sports world.

My clients in the sports world have included the Great Britain rowing and diving teams, the England cricket team and professional football teams including Middlesbrough, Sheffield United and Sheffield Wednesday. It was my time in the sports world that gave me the chance to begin to understand the insecurities of the Elite Performer.

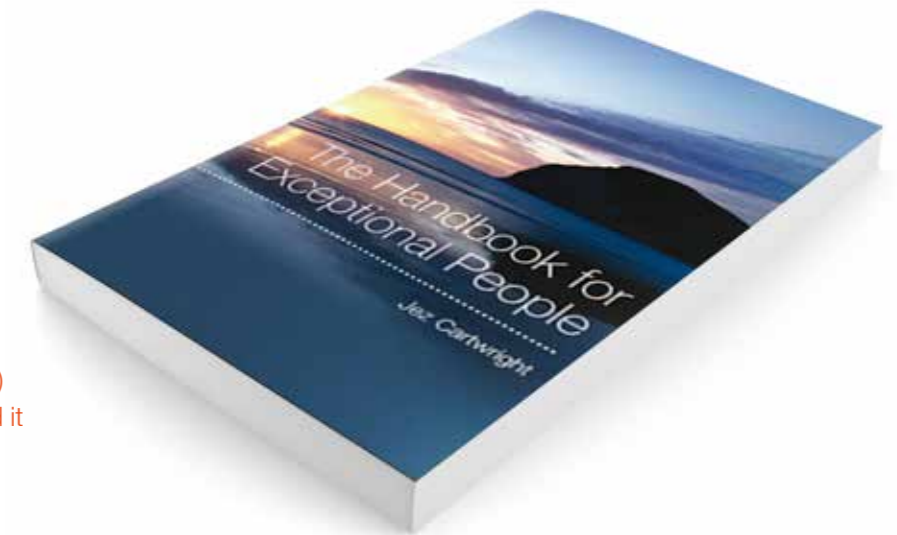
My clients tell me that my expertise lies in providing them with focused, objective and challenging insights and support that helps them unlock the behaviours required to reach their full potential. They also tell me that they know right from the start that I am hugely passionate about enabling them to succeed. This often gives them the encouragement

and confidence to push themselves that little bit further and start achieving what they have only ever dared dream about.

I completed a masters degree in the Science of Sports Coaching, back in 1994 at the University of Sheffield, and it was my head of department who suggested I set up my first business. I duly did and have worked for myself ever since.

I still have a passion for learning and want to learn from as many different sources as possible to ensure I am best placed to help my clients. This has led me to complete courses in disciplines such as psychosynthesis and The Gottman Marriage Lab (read Blink! by Malcolm Gladwell – Gottman was the guy who can sit with a married couple for 15 minutes and predict to a 95% accuracy whether or not they will be married in 7 years time!). The power of taking these learnings into the board rooms around the world is huge.

Back in 2008 I wrote my first book (The Handbook for Exceptional People) which was published by Macmillan and it climbed to the No 1 spot on iTunes. Visit www.jezcartwright.com for more.



Performance Intelligence

Having a clear picture of what is really going on for any individual, team or organisation is key for delivering High Performance. I have developed a rapid technique to identify the real gap between perception and reality, a very reflective well-lit mirror for people to see this gap, and the tools to be able to shorten the distance between the two.

This is key when working with teams, and individuals on a 1:1 basis, as they explore the realities of the dynamics that exist in their given worlds. It is also invaluable when assessing potential new recruits joining a team or organisation, as well as the overall effectiveness of any given team. What you will get here is a clear picture of what is really going on, an understanding as to perhaps why this exists, as well as a roadmap to make any desired changes.



Behaviour Change

In many situations High Performers are allowed to get away with sometimes questionable behaviours. The cost of this remaining un-noticed or ignored can often outweigh the perceived benefit such individuals bring. Helping these High Performers and organisations in dealing with these behaviours, to help the 'leopard to change their spots', is huge.

Yes it is hard work, yet it is achievable and sustainable. I have developed a process that enables people to face into the reasons that sit behind their behaviours and move to exploring different desired patterns of behaviour. The old behaviours can always be accessed but the real skill comes through people choosing the new behaviours instead.



Grounded Confidence

There is a big difference between those who have it and those who just pretend to. More importantly everyone can see it the moment they walk in the room. Enabling leaders to walk with a real Grounded Confidence, with the gravitas to support it, creates a solid platform from which to engender High Performance in others as well as developing a new level of trust.

The Grounded Confidence course enables leaders to explore where they are currently at, as well as the barriers that get in the way. They are then able to work within a small group to develop new ways of doing things that continually pushes the envelope. By the end of the course you have a group of leaders who are aware of the things that get in the way of their own performance as well as equipping them with the tools and techniques to lead and influence others to be High Performing.



Elephant in the Room

In many teams or organisations there is often a topic, issue, problem (or person!) that everyone knows exists but is never talked about in open forum for fear of all sorts of consequences. Having the ability to get this subject on the table and discussing it without fear can be the key to unblocking the path to High Performance.

I have developed a way to enable these discussions to take place without the negative emotions getting in the way and messing things up. Yes, some of the conversations can be tough because they are talking about very real things, but this is done in a way that is focussed on the future, positive end game.



Client Testimonials

“I would highly recommend Jez to any CEO to develop their skills.”

“We were introduced to Jez through our interactions with one of our portfolio businesses. Jez was extremely helpful in identifying the strengths and weaknesses within the team and providing solutions to the issues the business faced. Jez is excellent at getting to the real issues which relate to people and their interactions within a business, hence we have been more than happy to use him more than once.”

“After 6 months, Jez visited my office for a one off session with my staff. He made such an impact on them, within the space of 30 mins they committed to personal actions resulting in a long term culture and activity change which is still in operation to this day as opposed to so many of these situations where the changes only last around 2-3 days. He is due to come back to my company soon for yet another session which strangely enough, my staff have been nagging me for ever since.”

“We would not have made such a decisive decision without the support and guidance of Jez plus the environment he helped create enabled this to be amicably resolved.”

“The input put into one of our MD's contributed to a turn round in a division losing over £1million a year to generating a profit of plus £1million the following year, I would put at least a third of this turn round down to Jez, I should know it was me!”

“We are now in our second year and have made some difficult decisions including one board member agreeing that we needed to combine 2 roles leading to her leaving the business.”

“We have used Jez tactically to help facilitate difficult staff issues, I am sure that his involvement has helped the business come to reasonable and realistic conclusions avoiding unnecessary costs and complications.”

“He summed me up exactly. A month after the session I engaged Jez to work with me as a coach on the areas where I felt I could improve.”

“I have worked with a number of management coaches over the years, but none that has been quite as effective as Jez at improving both team performance and dynamics, and at giving each member of the team, including myself, direct feedback in an effective way.”

Phil Bunker, Managing Director LV= Broker Division

