

C.O.R.E is my methodology, right at the heart of how I work with clients: individuals, teams and organisations. C.O.R.E helps keep me aligned with my values, those of my clients. Keeping on track with what clients want to achieve, encouraging them to stretch that little bit further. C.O.R.E reminds me to keep all that I do practical, engaging, working with the client's material. Starting from where they are. Going for quick wins and those sought-after sustainable remarkable results. Improving the bottom line. Developing exceptional communication within and outside the business.

### **C**reate an agreement designed to shift from now to their desired outcome

- Discover what is already working well. Explore what could work even better.
- Unpick what has been missed or not noticed that needs attention or change
- Ask what do you want to achieve?
- Be curious as to what the organization's expectations are; outcomes sought.
- Be specific with language and meaning

### **O**pen up your thinking, your mind to

- Possibilities
- Potential
- Preferences

### **R**eality check asking

- How am I going to do this? Make what I want to achieve actually happen?
- How will my Professional Development Plan help, guide and support me?
- What do I need to do to be accountable? To whom?
- My time frame? Is it challenging enough? If not what will make the difference?
- Is my plan SMART with enough GROWth built in? If not what is needed?
- What's missing? What would take my plan from good enough to great?

### **E**mbed the changes

- What will people notice that is different? The evidence.
- How will you celebrate the successful journey you have made?
- By changing behaviours, ways of thinking, attitudes, favourite responses how will you plan to maintain the changes? What will you need to do as a 'health check' to ensure the new ways of doing things /-being are maintained?
- How will you track what happens? How will you know when you start taking things for granted? Slipping into unhelpful behaviours and so on?
- What strategies will you put in place to review – time for reflection, deciding to rethink, choosing to reboot. How will you **Regulate** yourself when triggered [so reflect]; **Rewind** your story to create new options [so rethink]; **Respond** from a new story to make new choices [so reboot].

### C.O.R.E encourages you to

- **Savour more**; fix less.
- **Laugh more**; cry less.
- **Anticipate positively more**; anticipate negatively less.