



ENVISION LIFESTYLE

Peak Performance Coaching



PREPARED AND PRESENTED BY
ADRIANA SANTORO

About Envision lifestyle



A LITTLE BIT ABOUT OUR HUMBLE COMPANY

Envision Lifestyle provides services of coaching for individuals that are seeking peak performance. Our aim is to create an environment where we can BE CREATIVE by challenging your vision's and overcome any roadblocks that might be on your way. BE INSPIRE to celebrate successes in life via a growth mindset. BE LOVE by being passionate about doing what your heart and soul best express you. BE YOU by investing on your self-growth and self-development knowing that you can achieve your Definite Purpose in Life.

Adriana Santoro

MY STORY



After working in the Hospitality Industry for the past 30 years meeting amazing people and learning so many transferable skills I come to a new era of my life, an era of self-discovery and true purpose. My journey wasn't always easy, and it required focus, clarity and most of all a sense of adventure and curiosity.

My transition started about 6 years ago, I had a set back and felt very ill, and sharing my struggles is not something I like to talk about but I decided to be brave and allow myself to be vulnerable. Until this day, I am not sure if I have been able to express in details my everyday struggle, I really reached rock bottom! From a lung condition to chronic pain, inflammation, food allergies, fatigue and working on average 60 hours per week, not eating and not sleeping..... Until one day I had a moment and felt like a switch turned on and I decided to take accountability for my actions.

The recovery period started, and my focus was to be healthy again and ensure my envision of a better lifestyle was made concrete and priorities redefine. You might ask why am I telling you this? Because I made the mistake to go through this alone and believing I am strong enough to put up with anything that comes my way - but reality is that every single part of my life was falling apart and I refuse asking for help. I did not want to admit my weakness and most of all I did not want to accept my limitations and my new reality. My life, my habits everything had to change for survival.

I now follow my passion about helping and supporting individuals unlock their potential growth in their life by guiding and motivating them to be at their Peak Performance. As a Coach I explore individuals' values and work towards actions and steps to fulfil dreams and be inspired to achieve their Definite Purpose in Life.

I managed to achieve and growth so much, it has come with sacrifices but I now have experienced the benefits that having a coaching can do to an individual and wished I had taking this opportunity a lot earlier in my path.

I am not for everyone but the person I am for is ready for taking control of their destiny and has no fear of transforming. Is this you?

What is coaching?



Coaching is to help a person change in the way they wish and helping them go in the direction they want to go. Coaching is about supporting individuals to create clarity and realise the potential within themselves. It's a process that aims to improve performance and focuses on the 'here and now'. A coach walks alongside the client through the journey that they are taking, helping to create manageable actions to move towards their overall goal. It aids getting from A-B quicker than you would on your own by asking pertinent questions.

The ICF (International Coach Federation) defines coaching as 'Partnering with clients in a thought-provoking and creative process that inspires them to maximise their personal and professional potential'.

In a nutshell Coaching is unlocking people's potential to maximise their own performance.



Why working with a Coach?



You will get clearer on what you want in Life.

People will choose to work with a Coach because they're feeling stuck or hit a roadblock and unsure of what they want. A Coach will help you to find the answers through powerful questions. Once you are clear of what is your vision, personally and or professionally, your Coach will help you to turn your desires into Goals.

You will get clearer on what actions will help you to move forward.

A Coach will not only help you to discover what those actions are, they will help you to organise them and collaborate with you to create a clear and effective plan of action.

You will get clearer on what is holding you back.

Coaches have exceptional listening skills, and they understand our words reveal our world. A Coach will help you spot what fears or limiting beliefs are holding you back and help you to move past them.

You will develop better habits.

First, we make our habits and then our habits make us! A Coach can help you to choose and implement the habits that will serve you best.



Why working with a Coach?



You will believe in yourself more.

Your Self-belief will grow every time you make small steps towards your vision, without self-belief, life is a constant struggle. The right Coach will help you to develop phenomenal levels of Self-belief.

You will develop more courage.

As a result of your Coach encouraging you to take bigger and bolder actions, pushing you outside of your comfort zone, you will develop more courage. With courageousness, more is possible than you ever thought possible.

You will become a better time manager.

As we value ourselves more, we begin to value our time better by scheduling moments for working on our goals as well as moments to relax and have fun. Time is our greatest resource because we can't create more of it. Take control of your time and you'll take control of your life.



Why working with a Coach?



You will value yourself more.

Working with a Coach is already a sign you value yourself because it's a commitment of your time, energy and money. Your Coach will help you to set strong boundaries with friends, family members and colleagues, enabling you to communicate your needs and wants confidently.

You will learn new tools for living a better life.

Whether it's time management, stress management, communication, confidence or something else you want to improve, the right Coach will have the right tools to pass on to you.

You will feel more motivated.

So often our reasons, our WHY, is bigger than just ourselves. Knowing your motivation, your WHY, helps you to keep moving forward.

You will feel supported.

The feeling of having somebody in my corner, someone who can believe in me and my dreams, someone who will encourage and motivate and hold me accountable. Working with a Coach will help you to get to where you want to be quicker and easier than you go alone.



The Benefits of Coaching in Organizations



Coaching in organization and leadership settings is also an invaluable tool for developing people across a wide range of needs. The benefits of coaching are many; 80% of people who receive coaching report increased self-confidence, and over 70% benefit from improved work performance, relationships, and more effective communication skills. 86% of companies report that they recouped their investment on coaching and more (source: ICF 2009).

Coaching provides an invaluable space for personal development. For example, managers are frequently presented with employees struggling with low confidence. The traditional approach would be to send them to an assertiveness course and hope this addresses the issue. In the short-term, the employee learns new strategies for communicating which may improve confidence. Unfortunately, in isolation these courses rarely produce a sustained increase in confidence. Although external behavior may change; it needs to be supported by changes in their internal thought processes. This is often where coaching is most effective.



Business Coaching



Business Coaching aims to help business leaders and/or their teams make progress within a business environment, often with a focus on achieving results for the benefit of the business. It is probably one of the most confused terms in the coaching world as the umbrella term business coaching can also include the specific areas of executive, team, performance and leadership coaching and is used in a wide variety of contexts often delivering support which may be more akin to consultancy and advice.

A business coach, professionally trained in 'non-directive' coaching skills training will allow the client to take a step back, reflect, develop awareness and identify their own solutions to moving forward. This is an empowering process and often a refreshing approach, especially for those entrepreneurs who benefit from time out to reflect and do not want someone else telling them how to run their business!

The focus of business coaching can vary enormously, from the identification of vision, mission, purpose, values and strategy development, through to leadership, team or cultural development. There is plenty of evidence to support the benefits of taking this wider perspective on business coaching, beyond just strategy planning and the more functional aspects of business growth. Increasingly it is recognised, for example, that an organisation's culture has a significant impact not only on the well-being of employees but also on the results it achieves.

Helping leaders to understand their own impact on performance by the way they lead and interact with others and helping all employees and teams to become more self-aware and creating a positive working environment, can have a far reaching impact on overall business performance.



Business Coaching may be beneficial to you if...



Your organisation needs to improve its overall business performance and you recognise that you need to take a step back and reflect on what you are doing and how.



You are in a senior role and need an impartial sounding board to help you to challenge your thinking .



Your organisation is under pressure to adapt and respond to a changing environment.



The leaders of the business or your employees are not performing to their full potential.



You recognises an opportunity to develop your organisation's culture which impacts on the well-being, engagement and productivity of your staff.



You are seeking help in the following areas: clarifying your organisation's purpose, vision, mission, values and goals; identification of issues affecting the performance of the organisation; brainstorming of solutions and strategies to forward; challenging current working practices and identifying new ways of working.



Management Coaching

Management Coaching aims specifically to help individuals perform as a manager and specifically effective people management. Moving into a management role can present many challenges especially if an individual is managing people for the first time.

There are many management training courses available but these are usually very generic and one to one management coaching can help an individual address issues that are specific to their own situation.

Management coaching can provide an impartial sounding board allowing you to explore the issues and challenges you have, identify solutions specific to your own scenarios and also identify areas for their own further development.

Management Coaching may be beneficial to you if...

- You are a newly appointed manager.
- You are already a manager and want to improve your performance in your role.
- If you have specific issues, relating to your role as a manager, which you want to address.
- You want to identify an appropriate personal development plan for your ongoing development.
- You are an owner-manager who wants to more effectively manage your organization.










Executive Coaching

Executive coaching is typically aimed at developing senior managers, directors and key players within an organisational setting. It provides the time and space for senior leaders to reflect on their performance in their role with the aim of enhancing their personal impact.

Within a coaching session, a client may explore their strengths, challenges, motivation, confidence and performance. In exploring these areas the coach will help the client gain a deeper awareness, challenge their thinking, and support them in stretching themselves beyond their current level of performance. A good executive coach will take an holistic approach to coaching recognising that a whole host of factors influence executive performance, including health, fitness and relationships.

Executive coaching is usually carried out by an external, professionally trained coach and for this reasons represents a relatively high investment so is reserved for developing senior managers within an organisation from whom it is perceived a return on investment will be seen.

Executive Coaching may be beneficial to you if...

-  You are a business owner or director needing an independent and impartial sounding board to help you make important decisions.
-  You are a manager wanting to take your level of achievement to new level.
-  You are having difficulties in managing your team or employees.
-  You are faced with personal difficulties which are preventing you from working effectively.
-  You are a 'high flyer' and want to develop your full potential.
-  You need to address your own roles and performance and in an organisation.
-  Undergoing organisational change.



Leadership Coaching



Leadership Coaching aims specifically to help individuals develop their skills and competencies as a leader within an organisation.

Most leaders can benefit from personal development to help them be effective in their role whether it is to help them make better decisions, raise their confidence, improve their relationships, lead their teams or manage their time more effectively. Often leaders feel 'lonely' at the top and seek an impartial sounding board with whom they can talk through their most pressing issues, explore ideas, draw conclusions and commit to action. Leaders also often experience of feeling they cannot see the wood for the trees so benefit from taking time out to reflect and think things through.

There are plenty of leadership programmes available that aim to develop leaders skills and confidence however, the downside of many training courses is that they are generic and don't allow the individual to focus on those issues that directly affect them. Increasingly organisations running internal leadership programmes recognise the value of leadership coaching and build it in as an integral part of the programme.

What one to one coaching can do is help a leader to address specific challenges they might have and helps them to work on the areas they personally need to address to . By having a coach who creates a climate of listening, trust, challenge, accountability and support, a leader is provided with an opportunity to explore their goals and issues in depth, the role they play, their strengths and areas for development and will feel supported and held accountable for action they choose to take. It is therefore a bespoke solution and one where the individual will feel to be open about their hopes and fears and will be prepared to commit to specific action.



Executive Coaching may be beneficial to you if...



- ✿ You are a newly appointed leader.
- ✿ You are an established manager and want to improve your competence as a leader.
- ✿ You want to address specific issues relating to your remit as a leader.
- ✿ You want to formulate an appropriate personal development plan for yourself as a leader.
- ✿ You are a business owner who wants to lead your organisation more effectively.

CLIENT AND COACH RELATIONSHIP!



Coaching is a co-creative relationship; together we create more power for you to effect meaningful change and take dynamic actions towards your forward vision.

Please understand that every individual reacts to a different pace and if you are seeking changes this will be determined by your efforts, focus and willingness to make it happen and the best way to get out working from coach is:

- Make your coaching sessions a priority, you have chosen to invest in yourself.
- Take time before each session and focus in what you would like to achieve.
- Be on time.
- Be open minded.
- Be willing to change your beliefs and patterns if they do not serve you anymore.
- Be willing to be challenged.
- Create an inspire vision for your purpose.
- Be willing to invest in the future.
- Have fun.
- Communicate your likes and dislikes.
- Remember; the coach is here to help you succeed.

What you can expect from me

MY PROMISES



Promise 1: PROFESSIONALISM

I pledge to create boundaries and an atmosphere of improvement demonstrating a sense of responsibility and mutual understanding. Will always search for ways to growth professionally and personally.



Promise 2: TRUSTWORTHINESS

I pledge to be reliable, committed and respectful of your trust by simply being loyal and confident and aware of individuals concerns.



Promise 3: SUPPORT AND GUIDANCE

I pledge to support and guide you by consistently listening and communicating effectively, will demonstrate honesty from start to finish and be proud of achievements made no matter how small or big.



Promise 4: INTEGRITY

I pledge to maintain confidentiality and non-judgement through-out the process and delivery my promise

The Code of Ethics

SCOPE OF COACHING

Ensure the client has a clear understanding of the difference between coaching vs counselling vs consultancy vs mentoring vs therapy. Clearly explain the limitations of coaching in relation to psychological conditions: coaches are not trained, qualified or able to diagnose or treat any form of mental illness or disorder. Establish a professional coaching relationship by clearly communicating the role of both the coach and the client.

COACHING AGREEMENT

Sign a coaching service agreement with all clients prior to beginning the coaching relationship. Include the roles, rights, responsibilities, and expectations for both parties. Respect the client's right to terminate the coaching relationship at any point during the process, subject to the provisions of the agreement. Refrain from coaching minors (people who have not yet had their 18th birthday) without the express written consent of parent, guardian, or teacher as appropriate.

INTEGRITY

Accurately and honestly identify your coaching and career qualifications, experience, expertise, training, or certifications. Recognise and disclose any material used in your coaching practice that you cannot claim ownership of. Violating this standard may leave you subject to legal remedy by a third party. Honour an equitable coach/client relationship, regardless of the form or amount of compensation. Make no claims or implications of outcomes that cannot be demonstrated or guaranteed.

CONFLICT OF INTEREST

Seek to be conscious of any conflict or potential conflict of interest and openly disclose any such conflict and offer to remove myself when a conflict arises. Always strive to recognise personal issues that may impair, conflict with or interfere with your coaching performance or your professional coaching relationships. Promptly seek the relevant professional assistance and determine the action to be taken, including whether it is appropriate to suspend or terminate your coaching relationship(s) whenever the facts and circumstances necessitate.

CONFIDENTIALITY

Treat all clients and potential clients with absolute dignity, confidentiality, and respect as free and equal individuals. Maintain, store, and dispose of any records, including electronic files and communications, created during your coaching engagements in a manner that promotes confidentiality, security, and privacy and complies with any applicable laws and agreements. Obtain written permission from any client or potential client before releasing their names in references or testimonials. Disclose, upfront, that as a professional coach you are required to report to the authorities should your client disclose or display intent to harm themselves or others.

GET IN TOUCH



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Peak Performance Coaching

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THANK YOU



*"Watch your thoughts; they become words.
Watch your words; they become actions.
Watch your actions; they become habits.
Watch your habits; they become character.
Watch your character; it becomes your destiny."*

Lao-Tze