

David Crisp



Dave has been deeply involved with personal development since 1984 and has worked as a Coach since 1992.

He has been Managing Director of an internationally renowned Neuro-linguistic Programming (NLP) training organisation and a UKCP registered psychotherapist. He holds NLP Master Practitioner and NLP Trainer certificates.

He has also worked as a Senior Manager for a major retailer and has run and developed several small businesses as proprietor.

Dave now focuses on his work as an Executive Mentor, Business Coach and Team Facilitator. His clients in Wales include: The Department of Education and Life Long Learning Skills (DELLS); The Higher Education Funding Council for Wales (HEFCW); Public Service Management Wales (PSMW) and Newport City Council.

Dave is a member of the PSMW Consultants Network; a founder member of Coaching and Mentoring Wales (CAMW) - see www.camw.org.uk and an Associate of IIB: the Institute for Independent Business.



For further information or an informal chat please call Dave on the number below or his mobile 07778 388771

Crisp Coaching and Consultancy Ltd

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*What to expect
with coaching
from CCandC*

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Setting Expectations in Coaching:

My role as your Coach will be to respond to your needs and agenda; it is not to impose an agenda on you.

All our sessions will be confidential. However, issues that arise for me in how I coach and how I make progress may be shared with my own Coach supervisor. I will not intrude into areas that you wish to keep private until invited to do so.

We should respect each other's time and other responsibilities and ensure that we do not impose beyond what is reasonable. Our time for coaching will normally vary from a minimum of 1.5 to 2.5 hours every month and reasonable e-mail or telephone contact in between sessions if needed by you.

Either of us can dissolve the relationship at any time with no 'blame' attached, as sometimes relationships just don't work out as hoped. However, if we decide to do this we both have a responsibility to discuss the matter together, as part of our mutual learning, as well as confirming our decisions and reasons to our respective organisations to allow any contractual issues to be resolved.

I will always need to be aware of my own level of competence and will advise you to seek support elsewhere if I feel an issue you wish to discuss is beyond my competence.

As a coach I aim to encourage you to take responsibility and control for your own learning.

I will aim to support you by:

- being reliable in keeping appointments and monitoring the length of our sessions;
- helping you identify, prioritise and plan how to meet your development and / or business needs;
- helping you work things out for yourself and avoiding giving instructions on how to act;
- helping you explore options - the advantages/disadvantages of different courses of action (sometimes perhaps offering ideas for you to consider based on my own experience);
- avoiding jumping to conclusions or being judgmental but nevertheless asking challenging questions;
- encouraging you to reflect on specific practical experiences in order to learn from them;
- helping you establish what help you want/need and how you might access it and, if appropriate, discuss the benefits of using psychometric profiles or other diagnostics;
- actively listening and helping you explore your ideas without imposing my own;
- asking questions to get you to explore issues more deeply;
- encouraging you to set learning, development and business objectives;
- giving constructive feedback as and when appropriate.

In turn I ask that you will:

- make time for our coaching sessions and be aware of the agreed changes policy;
- be honest and open in your conversations with me;
- be committed to take responsibility for your own learning and following through with agreed action points because if this doesn't happen it will raise the question of the value of continuing with the relationship.
- be willing to try new concepts, new ways of doing things and different ways of thinking and learning;

We should aim to be open and truthful with one another about the relationship itself, and I would welcome constructive feedback on my performance.

Due to the nature of Coaching: you should be aware that the coaching is in no way to be construed as psychological counseling or any type of therapy. Coaching results are not guaranteed. The client enters into the coaching with the full understanding that they are responsible for creating their own results.

Please let's discuss these issues at our first meeting when we can add in anything that you would like to discuss to ensure we both understand the framework of expectations for our relationship.