



The Performance Update

Maddison Coaching
Stand on our shoulders

Issue 3: December 2019

Welcome

Hello and welcome to December's issue of The Performance Update, Maddison Coaching's quarterly bulletin. Are you looking forward to your Christmas break? The Maddison Coaching team certainly are – it's an opportunity for us to switch off from work, unwind and enjoy this joyful season with family and friends that we love.

In this issue, I am pleased to introduce our next event, focussing on mindful leadership, and to greet a new member of the Maddison team as our mental health practitioner. We're also looking forward to welcoming in the new decade with our planned sports performance workshops and CPD training events being held throughout 2020.

Thanks for your interest in Maddison Coaching and happy reading.



Vicky

Professional Development Workshop: Mindful Leadership

How many leaders in today's society make mindful decisions?

Successful leaders will rightly argue that they make every attempt to do so, but there's limited time to do it all. Yet it is less about the time available and more about the methods we can adopt to improve our decision-making.



A simple and often overlooked method is to adopt a more mindful approach to our own leadership styles. Mindfulness has become a bit of a buzzword and you're no doubt imagining being sat in some Yoga Asana pose throughout this workshop. Well, that's just not our style! The workshop will provide you with practical advice on how to break the habit of that automatic pilot within your leadership style.

The workshop will be led by Maddison Coaching's owner and director Vicky Maddison an executive coach and educator who specialises in both leadership and mindfulness.

From £135 for the day (with optional extras) we promise an informative and relaxed workshop, with knowledgeable presentations and some tips for practical application of evidence-based techniques.

Register your interest by emailing: enquiries@maddisoncoaching.com

Or visit this event's webpage: <https://www.maddisoncoaching.com/2019/11/14/mindful-leadership-workshop/>

Team Update: Michelle Partington joins us as Mental Health Coach



Maddison Coaching are pleased to welcome a new associate to the team, Michelle Partington. Michelle is a former RAF Officer, qualified paramedic and Invictus Games competitor and she joins as our Mental Health Awareness Coach.

Michelle served with the RAF for 23 years, most of them providing Emergency Paramedic care on the front line in conflict zones across the world. During that time, she played a key part in establishing a paramedic response within the RAF, providing tactical and strategic support to the Defence Medical Services, and becoming the subject matter expert Officer. Michelle's experiences resulted in a diagnosis of Post-Traumatic Stress Disorder (PTSD).

Michelle retired from the RAF in 2015 and has devoted much of her time since then to educating others about mental health, often sharing her own experiences. She is a Mental Health First Aid instructor and passionate public speaker through her training and consultancy business, Mentis.

For Michelle, sport has provided a focus for her own mental health and confidence. Having never taken part in competitive sport before, Michelle was proud to be part of Team GB at the 2017 Invictus Games, representing her country in both rowing and powerlifting. Michelle is now a Games ambassador and was delighted to have the honour of carrying the flag into the opening ceremony of the Sydney Invictus Games in 2018.

Michelle will bring these extraordinary skills and experiences to the Maddison Coaching portfolio. At a time when mental health makes headlines on a daily basis, we are sure that both our professional business and sports coaching clients will find numerous benefits in working with her.

Latest article: [Obtain a competitive edge by learning how to improve your mind game.](#)

Following the successful launch of our workshops designed for sports people at all levels (including enthusiastic amateurs), we can confirm that we will continue to run them during 2020.

The workshops offer affordable practical advice on implementing psychological skills used to great effect by elite performing athletes.

Details are available on our website (register your interest for further information):

[Mental preparation for key competitions](#)

You've got a great technique, the right nutritional plan and the best equipment – is your head in the right place?

[Performing under pressure](#)

You've trained hard and you've prepared well for your event, but now the pressure is on. How well do you cope under pressure?

[Imagery](#)

Why do 90% of top athletes and 94% of their coaches claim imagery is the most effective psychological skill they use?

[Resilience in sport](#)

We'll help you to develop a resilient approach to your sport that will not only enable you to perform better, but also maintain a good balance for your mental health.



Business update: Free webinar – Effective Communications

Following our last scheduled workshop in October, all about Effective Communications, Vicky and Claire (Maddison associate and marketing professional) have got their heads together to produce Maddison Coaching's first webinar.

Inspired by the topics that came out of the workshop, Vicky and Claire discuss some of the key issues we face today:

Do the increased communications channels that we have today make us any better at communicating?

Does that communication improve our human relationships and interactions?

How can we practice and improve our communication skills – particularly if the answer to either of the first two questions is 'no'?

Vicky and Claire discuss ideas that can be shared with colleagues and team members or used in more formal training. They have also come up with a useful checklist that should help anyone planning an important communication.

The webinar will be broadcast during December and be available to listen to again after that. Watch the Maddison social media channels for more details!



3 Top Tips: Things every business should do in January

Plan ahead for tax. For most businesses, the financial year end is early April. If it is for your business, January is a good time to start getting information together ahead of time, to save yourself a major rush in March. If you are self-employed, the self-assessment tax return deadline for online submissions is 31st January (for the financial year ending the previous March) so that is an even more pressing date! In either case, and particularly if you use an accountant or finance professional to help prepare your returns, it is helpful to have gathered all the information you need in good time.

Plan for the future of your business. Future planning probably starts with some goals; after all, if you don't know where you're going, how will you know if you've got there? January is a good time to think about annual goals but is also a great time to reflect on longer term plans than that – where will your business be in 5 or even 10 years' time? The next question is how you are going to get there. The answer is likely to include several strategies, from staff succession planning (potentially including your own succession planning) to product or



service development and financial investment. Staff training is likely to be key as well; do you have a staff member who is performing well in their current role but you think could be developed to become, for example, your next CFO in the long term? Break down the skills, qualifications and experiences you would want in a CFO and plan ways to expose that staff member to them in the future. This kind of staff investment has really positive benefits for retention and the template you have created for the role will always be useful. And, of course, Maddison Coaching can help with training needs analysis and the training itself.

Ask more questions. It's probably true that every business owner is regularly asked lots of questions but rarely has the time to ask questions themselves. And every business – whether a multi-national or a solopreneur – would benefit from some constructive questioning. Is our website performing well enough? What are our competitors doing? Are our staff happy? What are my personal goals and ambitions? Can we make time for a

coffee? The quieter days early in January, as everyone gets back into work mode again, are often a good time to reflect on the small things as well as the big ones.

If you're a fan of a practical checklist with lots of smaller tasks you can tick off, we quite like this one from the tech experts at Vaccoda: <https://vaccodadesign.com/business-tasks-for-january/>

Wishing you a really productive 2020!

Other events: [Building Resilience in the Workplace](#)

How well do you and others bounce back from setbacks within your workplace?

'Resilience' is defined as our ability to handle pressure or stress and be able to rebuild and recover from it. We all encounter stress, both in the workplace and at home. Staff turnover, sickness and lost productivity resulting from poor mental health, costs UK employers approximately £40bn; that works out at about £1000 per head for every employee.

Our professional development events are always advertised on our website and you can now register your interest to keep you up to date on when and where they're happening. Please use the contact details below if you need more information.

Christmas and New Year hours

The Maddison Coaching team will be taking some time off during the festive season but will respond to messages as promptly as possible upon our return.

Our last working day will be Friday 20th December and we return to work on Monday 6th January 2020.



Maddison Coaching is a team of experts who are absolutely passionate about improving human performance. Our aim is to enable clients to perform to the best of their ability by delivering tailor made services that enhance individual and team success whether in sport or in business.

Do get in touch...

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