

Beyond the story

MASTERCLASS FOR COACHES | SAS PETHERICK

Meet Anna

Tell me a little about yourself and your background.

I'm in my early 40s and work in a senior leadership role. I've recently taken on a larger team, which has been exciting but definitely more demanding.

I'm the oldest of two and have a younger brother who I'm still very close to.

I'd describe my family as loving, although we've definitely had our challenges. My parents separated when I was eight and my mum went through a period of depression afterwards. I don't remember loads about it, but I do remember looking after Mum and my brother quite a lot.

I actually loved being able to help and I think I've always been someone who likes looking after people. I was quite independent from a young age.

What would you like to work on in coaching?

I'm overwhelmed and working far too many hours. I know a big part of the problem is that I'm terrible at delegating. I want to stop being such a control freak and trust other people to do things without me constantly checking up on them.

I have a really capable team, but I find myself constantly checking their work, stepping in or just doing things myself because it's quicker. Sometimes I'll delegate something and then end up taking it back.

I know intellectually that this isn't sustainable and that I'm probably not giving my team enough room to develop. I've read all the books and I know what I'm supposed to do! But when things get busy or the pressure is on, I go straight back to doing everything myself.

What would you like to be different as a result of coaching?

I'd love to be able to hand something over and genuinely let it go.

I want to trust my team more, work more reasonable hours and feel like I don't have to have my eye on everything all the time. I know I can't keep working like this, especially as my role gets bigger.

I'd also like to feel more confident that I'm actually doing a good job as a leader rather than constantly feeling like there's something I've forgotten or should be on top of.