



FIT TO LEAD:

Performance Coaching from the inside-out

If you feel good, you think good. Untapped Talent has developed a performance coaching programme that complements our core executive coaching services.

Think of yourself as a human system that is going to get a tune-up to ensure you're bringing your A-game to work as much as you can, feeling happier, acting with more energy and purpose and less constrained by emotional threats and fears. Post-Covid 19 the uncertainty that surrounds us all is making us more jumpy, uncertain and fearful, which produces unhelpful physical and emotional responses that can prevent our best thinking. This is not the time to be thinking and making decisions sub-optimally.

What you'll get:

- Performance coaching, based on core coaching elements shown overleaf, as part of wider executive coaching programme
- 2 Firstbeat measurements, one at the beginning and one at the end of your coaching programme. Includes use of technology, all administration and creation of reports plus 121 feedback and coaching on your results
- An Inner Balance HRV monitor and app, including coaching on how to use it to build coherence into your day
- Broad lifestyle assessment using our own PERFORMS questionnaire (completed prior to programme)



Programme Overview – FIT TO LEAD

If you feel good, you think good. We must first get the fundamentals of health and emotional wellbeing (EQ) in place to ensure subsequent work on improving thinking and intelligence (IQ) can happen. Many coaches ignore this fact and therefore cannot help leaders create sustainable and real change. This is why this coaching works. The five major components are highlighted in this diagram:



Untapped Talent works with some leading health experts to provide leaders with, for perhaps the first time, an in depth look at how their bodies are responding to life, how they wear stress and whether what they are putting in is helping them get out what they need. The data we collect and tailored advice given is also shared with your coach in extensive detail to inform later work in the programme. The integration of these parts is vital to its overall effectiveness. Sometimes we work as a team of 3 - leader, coach and specialist - all sharing data, working together to boost performance. It is rarely as linear as the picture above suggests, more likely we will loop back constantly, reviewing progress in terms of physical or emotional health markers, making adjustments and emphasising elements most relevant to their journey. We ask at the outset for leaders to consent to sharing data readily between their team and attend joint calls or meetings if necessary.

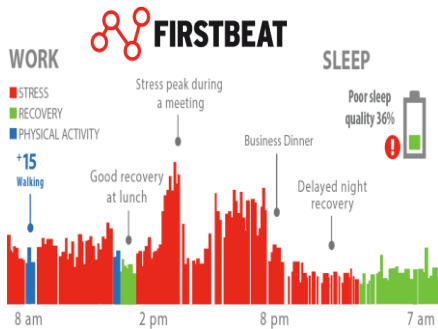
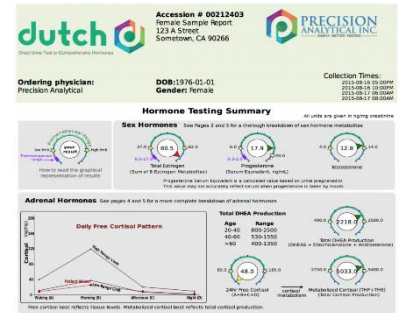


Illustration of some technologies and tools used



Bio impedance Analysis is a commonly used method for estimating body composition. We have devised specific nutrition plans and advice for better energy, wellbeing and health based on body types as determined by BIA.

Blood, salivary and DNA testing uses our exclusive arrangements with some of the world's leading laboratories to allow us to deep dive with individuals to create bespoke performance plans that will restore body systems and have them playing their A-game each and every day.



Firstbeat involves wearing technology for 3 days and nights to get an in-depth picture real-time of the biological cost to the body of our working lifestyles. It translates HRV data into personalised insights on stress, exercise and sleep.

Omegawave collects data on Central Nervous (CNS) and Autonomic Nervous (ANS) system function. It also assesses Cardiac readiness with complex HRV algorithms as well as how well the brain's frontal cortex is doing in helping us with paying attention, coordination, precision, communication, quality of movement, efficiency, fatigue and motor learning.



Inner Balance is an ear clip and app from Heartmath that can be used for training individuals into coherent states for better stress resilience. It works well when combined with one of the two technologies above to show improvement over time in vital markers for the heart, nervous and hormonal system health.

PRISM Brain Mapping is a well-validated behavioural instrument specifically measuring observed preference behaviours in work and home settings, how much one needs to adapt them and what that costs the brain in terms of extra effort.

