

## Letting go. Stepping up.

Margaret Beaton 13 September 2011

It's an exciting time. I'm building my practice, Beaton Executive Coaching, and have just launched my new [website](#). And I've also decided that after years of writing ideas down on bits of paper and filing them away, I'm going to start writing them down here, to share with friends, colleagues and clients. It's a new adventure and I hope you'll join me on the journey.

I've called my blog "*Letting go. Stepping up.*" because these two phrases encapsulate a large proportion of the issues I'm called to deal with in my coaching practice. Change is the only constant in the workforce (and life!) and the resulting shifts in power are at the heart of most challenges. Whether the challenge is to help a leader develop the skills required to take on a new role within a team; to help an existing leader accept role changes and learn to trust others, or to assist an under-performing team to achieve great things, there will be someone who needs to let go, and someone who needs to step up.

This is true of all workplaces but has particular resonance in firms that have or have had a partnership model, and government departments that (generally) have high staff retention and ingrained systems and processes. Throughout my website I have included a number of case studies that demonstrate this notion.

What experience do you have in your work life where you or others have had to let go, or step up? Do you agree that it is a fundamental challenge at work?

And while I get the ball rolling, I wonder whether there is anything that *you'd* like to read on this blog?

*This post was written by Dr Margaret Beaton, a director of [Beaton Executive Coaching](#) and [Beaton Research + Consulting](#). You can also find Margaret on [LinkedIn](#).*