

# Sprint | Students

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Sprint for Students is a coaching programme that supports Students to achieve personal, academic and career ambitions.

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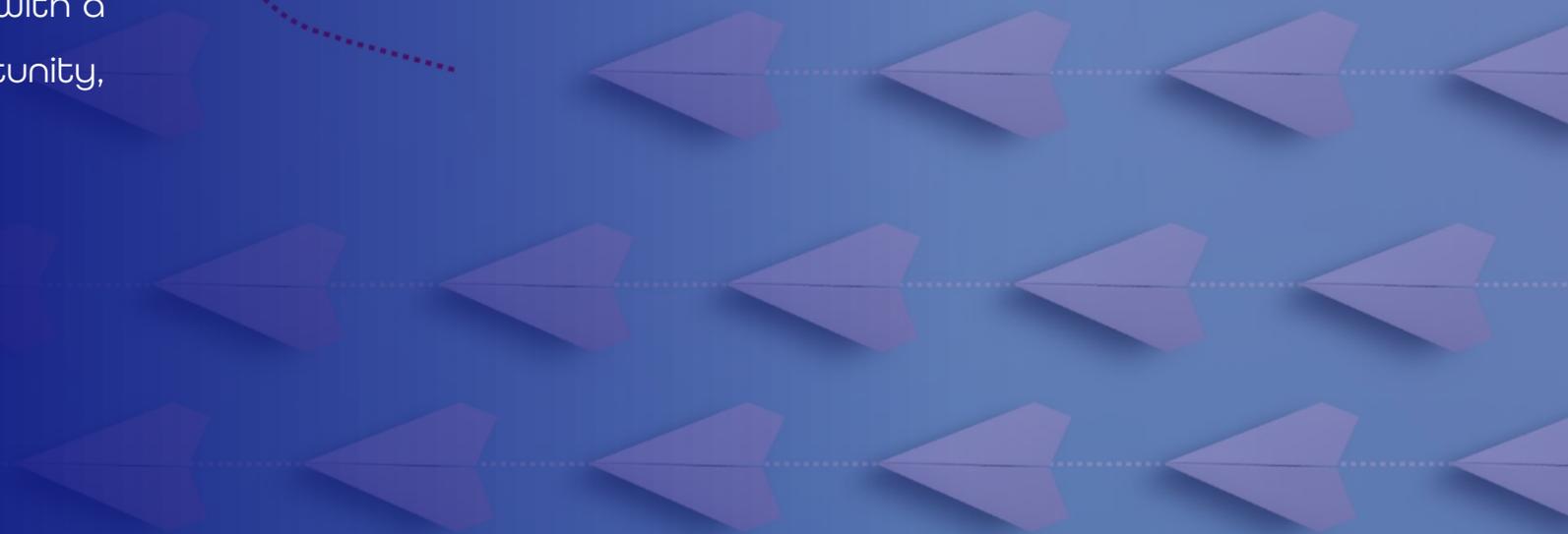
The programme combines Agile, coaching and teaching techniques to provide students with a unique learning and development opportunity, that is relevant to the business world.



**metamorph**  
reconfigure and grow



**New normal**



6 meetings  
6 weeks  
6 hours of metamorph coaching  
Take control of your future



A unique learning and development experience that will support you to define and achieve personal, academic and career ambitions as well as increasing your overall focus, motivation and productivity.

Phase

Growth Mapping

1.5 Hours

Activity

- Run Growth mapping
- Run intro to Agile session with Student
- Set up meetings and agree how we work together

Outcomes

- 12-month targets outcomes and ambitions defined
- 90 and 30-day target outcomes defined.
- Student understands scope, approach, Agile concepts and what tasks will be in their First Sprint.

Review | Test. Inspect. Feedback. Learn. Adapt.



Session 2  
Led by Metamorph

1 Hour

- Review and discussion on work completed
- Intro to Agile Stand-ups' & 'Retrospectives'
- Identify working behaviours that worked, didn't work, & generate improvement list.
- Refine Growth Map based on learning in order to keep the target specific.

- Student understands how to increase productivity.
- Student has tested assumptions about personal ambitions, career ambitions, & adapted their approach accordingly.
- Student is feeling motivated.

Review | Test. Inspect. Feedback. Learn. Adapt.



Session 3  
Led by Metamorph

1 Hour

- Stand-up and review of work completed
- Identify working behaviours that worked, didn't work, & generate improvement list.
- Introduction on how to identify & leverage your network for career development.
- Refine Growth Map based on learning.

- Student has tested more assumptions, is adapting their approach, and increasing productivity.
- Student has identified who is in their personal and academic network that can help them meet their personal and career goals.

Review | Test. Inspect. Feedback. Learn. Adapt.



Session 4  
Led by Metamorph

1 Hour

- Stand-up and review of work completed
- Identify working behaviours that worked, didn't work, & generate improvement list.
- Introduction to minimum viable product and feedback loops.
- Refine Growth Map based on learning.

- Student has begun to leverage their network to support their academic and career goals.
- Student understands what feedback loops are and why they are so important to improving the way you work.

Review | Test. Inspect. Feedback. Learn. Adapt.



Growth Map Re-plan

1 Hour

- Review 30-day target outcomes to determine what has been achieved, what went well, and what can be improved.
- Update student's Growth Map and plan next 30-day target outcomes.
- Set up next check in with Metamorph.

- Overall 12-month target outcomes reviewed and refined.
- 90 and 30-day target outcomes refined based on learning.
- Student understands what success looks like and is able to work without us.

Review | Test. Inspect. Feedback. Learn. Adapt.

Session 6  
Led by the Student with metamorph feedback

1 Hour

- Stand-up and review of work completed
- Identify working behaviours that worked, didn't work, & generate improvement list.
- Refine Growth Map based on learning.

- The student has run an Agile (Scrum) stand-up, review, retrospective and planning session.
- The student is ready to work without metamorph's input should they wish to finish.

365 | 90 | 30 | 10

"Sprint for Students has been an incredibly positive and productive experience."

James | Student | University of Sheffield."

# It all starts with Growth Mapping and that's free.

Growth Mapping is a structured consultation that supports students to understand and map academic, career and personal targets as well as identify areas of personal strength and weakness. The session is structured in a way that enables students to have the space to think and plan, with the support of our insight and experience.

"Growth Mapping is brilliant! You guys have us hooked on the way you work."

James Stewart | Director | Urban Symbiotics

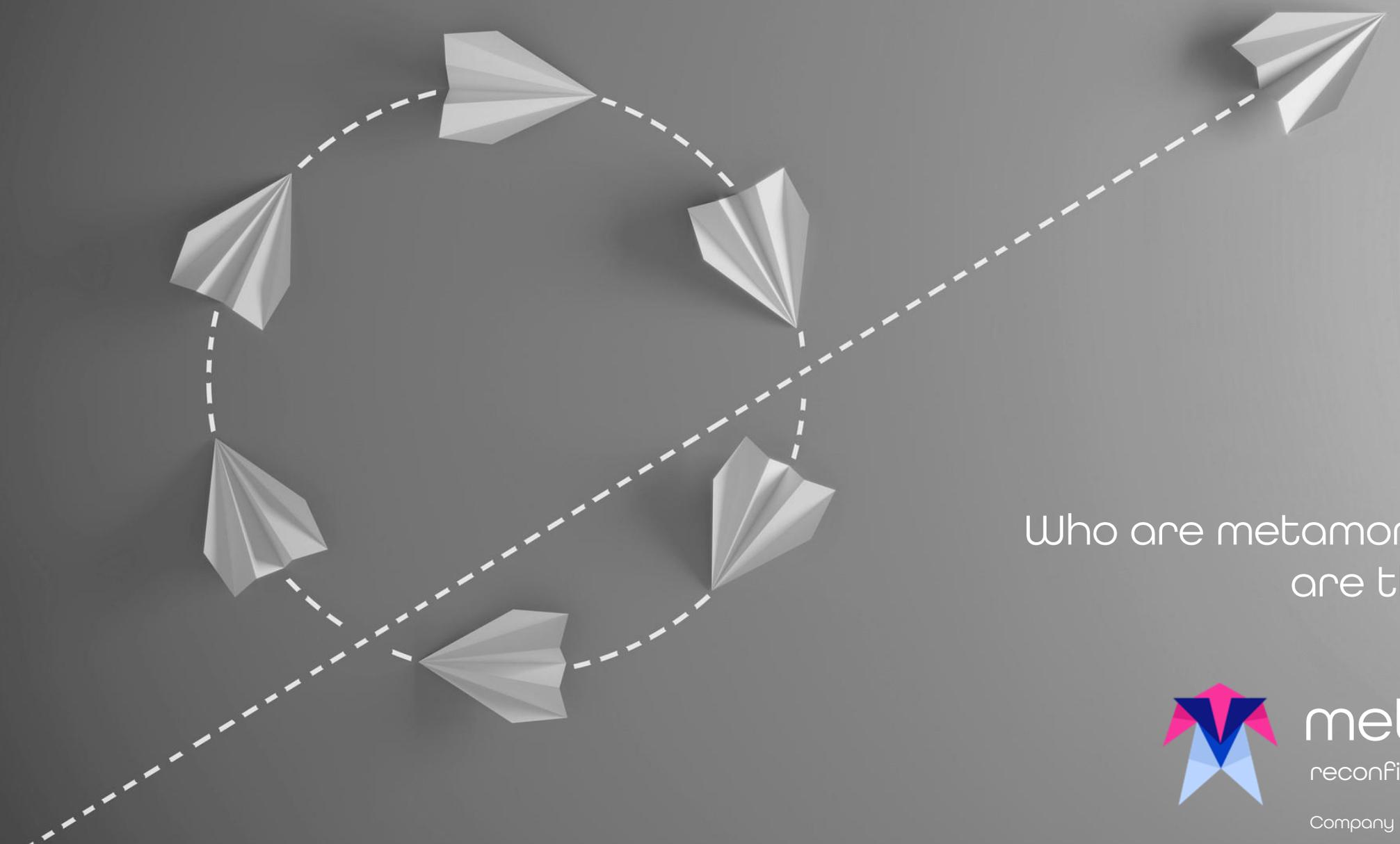
This is such a valuable thing to do, not just for me, but for my whole leadership team.

Valerie Labi | Ghana Country Manager | iDE

We run Growth Mapping with all our business clients. It is always the first thing we do.

## Why is it valuable?

The session is designed to develop a 12-month Growth Map and a 90, 30 and 10-day prioritised plan centered around a set of priority outcomes. These provide the student with a clear focus and are broken down into a level of detail which helps to increase motivation and productivity. We use growth mapping as the focal point of our work with all our clients; whether they are the CEO of multinational business, or a university student.



Who are metamorph and who  
are the coaches?



metamorph  
reconfigure and grow

Company Number: 10937715



We reconfigure the way people and teams work to improve performance and accelerate growth.

# metamorph

We do this by combining Agile, Teaching, and Coaching techniques to provide intensive on the job coaching to teams and business leaders...and now students.



Working with metamorph created an incredible buzz in the office. There is now a hunger from everyone to develop and grow both themselves and the business, which has given me the headspace to take the business to the next level.

Ejaz Rashid | CEO & Founder | GivingForce



# metamorph

We work with startups through to FTSE100 companies and Team Leaders through to CEOs. Our offerings are tailored to the size of the challenge and we build an ecosystem of support round our clients through our affiliate network. By doing this we bring significant expertise to the table combined with our delivery approach, rigour and capability.



Metamorph enabled us to look at everything from a fresh perspective and totally transform our business.

Bruce Walker | Co-Founder & CEO | FutureX Innovation





# Alistair Bance

Director

[alistair@metamorphcoaching.com](mailto:alistair@metamorphcoaching.com)

- Alistair has 12 years experience working with some of the largest and most complex global businesses, as well as leading high impact, purpose led and social enterprises. He has worked in the UK, Ireland, Jordan, Spain, USA and Uganda as well as leading projects and programmes globally.
- He started his career at EY (Ernst & Young) and trained as a consultant and programme manager in EY's EMEA Financial Services Advisory service offering, working in, and leading PMOs for some of EY's largest transformation programmes.
- He was promoted annually top of class from Graduate level through to Associate Director leaving the organisation as the Global Leader of EY Vantage, their signature entrepreneurship and talent development programme.
- In the 2 years as the global leader he doubled the annual number of projects delivered, took the programme into over 15 new countries, including Ghana, and was featured in multiple publications and awards.
- In this role he worked in partnership with Endeavor Global, one of the world's leading entrepreneur networks, and FutureX Innovation, a leading UK based purpose led and social entrepreneur network. He is now an ambassador for FutureX Innovation.
- Following EY, Alistair re-trained in Agile Delivery and founded Metamorph Coaching.
- He has led and worked on Agile Transformations at EY, GivingForce, and most recently at Kellogg's where he worked alongside the European head of Innovation and Sustainability.
- He was originally an A-Level Business Teacher.

Merrill  
Lynch

Royal Bank of  
Scotland

HSBC

Amiqus

Barclays

Lloyds Banking  
Group

EY

GivingForce

Power of Youth  
Entrepreneur  
Network

Kellogg's

## Client Experience



# Oliver Bance

Director

[oliver@metamorphcoaching.com](mailto:oliver@metamorphcoaching.com)

- Oliver is a management consultant and Agile coach with over 14 years experience in International Development programme design and delivery, working with DFID, FCO and a range of international donors and governments, specialising in youth employment, inclusive economic development and infrastructure.
- He has significant experience restructuring existing programme and teams to increase impact and sustainability, often in politically complex and fragile states.
- He spent 5 years working on stabilisation and recovery programmes in Iraq, Afghanistan and Somalia, before moving to Nigeria for 5 years working on pro-poor infrastructure and renewable energy projects. He has also worked on projects in Jordan, Kenya, Lebanon, Malawi, Mozambique, Palestinian States, Somaliland.
- He worked as the Business Development Manager for the UK arm of Global US based INGO, primarily supporting them to establish their presence and relationship with DFID. In this role Oliver also led an internal agile implementation, focused on using agile ways of working to manage the business development process globally.
- Most recently Oliver has been working as the Deputy Team Leader on a UK Government Funded Urban Development programme in Nigeria, and before COVID-19, was based part-time in Lagos.
- He has led an agile implementation with FutureX Innovation, a leading purpose led and social entrepreneur network in the UK, as well as working on an Agile Transformation at GivingForce.
- He was originally an English Language teacher in Madagascar and India.

Coffey International  
Development

PWC

FutureX  
Innovation

ASI

UK Foreign &  
Commonwealth  
Office

GivingForce

DFID

Client Experience



# Sebastian Bance

Growth Coach

sebastian@metamorphcoaching.com

- Sebastian graduated From Newcastle University in English Literature and started his career as intern at the BBC and then EY's Sustainability Team.
- He then spent 5 years working at an independent television company, who's shows featured on ITV.
- Sebastian went onto establish Horseboy Productions, a live entertainment company, and produced a critically acclaimed live show – Karaoke Rumble.
- The show is in the top 10 things to do in London in both TimeOut and DesignMyNight, and has been delivered in 4 different Countries, major UK and international festivals, and at corporate clients such as Lloyds, Unilever and King gaming.
- Sebastian has significant experience as a private tutor, and has taught Key Stage 2 and 3, GCSE, A-Level and Masters level students. He has also spent a significant amount of time as a private tutor to children with special educational needs across London.
- He is trained in Agile (Scrum, Lean and Kanban), alongside a Cambridge CELTA teaching qualification, and leads Metamorph's Sprint For Students offering.

BBC

EY

ITV

Brown  
Eyed Boy

Horseboy  
Productions

Tutor360

Work Experience