

COACHING

The success of the organisation is increasingly dependent on the ability of people to navigate personal change and lead the business during continuous transition. Coaching helps managers in mission critical roles respond to leadership challenges



- **Coaching is about providing guidance, feedback and direction to ensure successful performance.**
- **It is a sophisticated form of teaching, which is used to help people reach their full potential.**
- **Typically it focuses on how self-awareness, self-management and social competencies can create strategic unity and build better management action.**

Why use **People-centric** business psychologists?

Our psychologists come from practice-oriented research backgrounds, placing them at the forefront of their field of expertise, and offering our clients significant competitive advantage by placing them at the leading edge of innovation and change. We only champion methods shown to make a difference - important, sometimes counter intuitive and always relevant. Our approach is up-to-date and results-driven, contributing to system wide improvements in people practices.

Personal Support

Having a coach is like having your own personal achievement adviser. As your coach we will work with you to design a development path that is right for you. We will create a programme that builds on past success to make you feel confident in tackling development needs.

Benefits of coaching

- Greater return on development investment, by encouraging people tackle immediately relevant behaviours and issues.
- Ensures good intentions are translated into action preventing development from being sidelined in lieu of more urgent priorities.
- Focuses leaders on important strategic objectives.
- Offers guaranteed support for the progression of development plans
- Establishes a culture that reinforces the importance of learning and development.

- **Coaching begins with a 1:1 diagnostic, assessment and feedback session.**
- **It is followed by one session of coaching per month usually for six months.**
- **The coach helps translate data from the assessment phase into relevant information on goals, abilities, standards and expectations.**
- **Development goals are specified in terms of on the job behaviours.**

Coaching for **complex challenges**

Through personal consultation, discussion and feedback, coaching can help executives address challenging organisational and people issues. Executives facing restructuring, mergers or large-scale organisational change will benefit tremendously from personal support.

Delivering The Coaching

COACHING SESSIONS HELP STAFF:

- Learn new skills and ideas that will make a difference
- Put new skills and ideas into action
- Break old habits and develop effective new behaviours
- Learn how to learn for themselves
- Perform better on the job
- Get top results

OUR COACHING CAN GIVE TOP LEADERS AN EDGE:

Even a company with a strong top team knows that demands on leaders are constantly changing, driving need for new skills and new ways of working together.

Evaluating Coaching

Given the individualised nature of coaching our evaluation design makes use of each participant’s individually developed coaching objectives as the primary evaluation measure. Change will be charted and documented.

Our Approach

WE DELIVER VALUE IN 4 WAYS:

- We team-up with you to determine where coaching will have the biggest impact
- We get to know your people and your issues
- We share our insights about the organisation with you
- We measure progress and results
- We work with you as a partner to find out what matters in your business, what your emerging challenges and priorities are, and how coaching can build strategic alignment.
- We start with your talent management strategy to help determine which people should be coached, which topics they should work on, and what kind of coaching process will work best to create the impact you need.
- We believe in no-nonsense coaching. We do not spend time on fictional role plays. We practice the very real situations coaches will face in next day or the next week.

Frequent communication allows us to keep you informed with regard to “how things are done around here” in the different subcultures of the business.

WE USE A 5-STEP PROCESS:

- Contracting— the coachee needs to commit to being coached and must understand what it entails.
- Identify development objectives
- Design a customized programme
- Deliver the coaching
- Carry out an evaluation.
- People-centric make use of extensive research to work out how to make coaching faster, better and generate greater impact for organisations. In fact research shows the average boss rated performance of participants improves from average to the top 15% performance band.

