



Assess and Develop Potential

People Solutions' Leadership Coaching

People Solutions' individual leadership coaching programs help accelerate business performance and increase individual capacity. Working through a process of action learning that generates change, our coaching sessions are designed to help individuals enhance their professional effectiveness and on-the-job performance in the shortest possible time.

The Coaching Process

1. Establishing the Partnership

The first part of the People Solutions' Coaching program is to conduct an initial Coaching session with the individual. The purpose of this appointment is to set the scene so as to obtain background information, including an understanding of key issues and desired business outcomes (i.e., assess the past, current and future view). We also assure confidentiality, establish trust, answer questions on process, establish a timeframe and build commitment.

2. Psychometric Assessments (optional)

Psychometric assessment, if desired, provides a formal process for deriving information about the individual. Detailed assessment of an individual's personality traits, emotional intelligence, conflict resolution style, work style and preferences can be provided to help the individual explore specific areas that may be impeding their learning, growth and development.

3. Action-Learning Sessions

This stage of the program involves the individual learning and testing new behaviours in a controlled environment, and then applying them to the work setting. The one-on-one Coaching challenges the individual through robust conversations and feedback on developmental needs. Coaching will help ensure that the relevant behaviours and competencies are applied in the work environment to enhance performance and leadership capability. A key outcome is the development of an Individual Development Plan.

4. Action Planning and Follow Through

The emphasis of action planning is on making decisions and continuous refinement of the Individual Development Plan. With the assistance of the People Solutions' Coach, the individual can continue to discuss and develop strategies to overcome obstacles and barriers which are encountered in the day-to-day workplace and organisational environment.

5. Maintenance Stage

This stage of the Coaching process focuses on sustaining the behavioural changes and overall gains, making sure that the individual does not revert to earlier behavioural patterns. Review sessions ensure that the individuals are able to utilise self reflection and seek resources, and thereby solve problems, self-correct and develop their own development strategies. During the final sessions, the focus is on developing strategies to ensure the individual maintains the gains made throughout the Coaching and quickly recognises when slippages occur. This stage also prepares the individual for the end of the 1-1 Coaching program.

6. Evaluation & Post Program Review

This is the final phase of the Coaching program. People Solutions considers the evaluation of the Coaching program a significant step in the process, and we receive feedback both from our one-on-one Coaching sessions with the individual regularly and via evaluative questionnaires.



Leadership Coaching Program — Level 3

- 6 x 1-on-1 coaching sessions
- 2 x 3 way meetings (mid and post) with Manager, individual and Coach
- Choice of Senior Professional Coach
- Coaching Folder & Reference Materials
- Email/telephone contact with coach

Duration: 2 months

Value: \$5, 350 + GST

Contact People Solutions (www.people-solutions.com.au)

East Coast Office
GPO Box 300
Brisbane Q 4000
Tel. (07) 3838 1324
Fax. (07) 3838 1314

West Coast Office
5 Agnew Way
Subiaco WA 6008
Tel. (08) 9388 0300
Fax. (08) 9388 0311