



MANAGEMENT COACHING

1 on 1 Management Coaching

"Powerful, individually tailored, and outcome focused... Coaching succeeds where other approaches fail"

Management coaching is a highly effective method of development that ensures you and/or your leaders understand and apply contemporary management approaches in a way that translates to immediate, tangible benefits in yours, and your organisation's, performance.

- Improve participants' leadership capability
- Supports new and experienced managers to improve effectiveness as quickly as possible
- Works for experienced managers who want to improve performance on specific issues
- Is delivered in convenient 1 hour sessions for busy managers

"The biggest question about sending staff to a leadership course is wondering if they will be able to transfer knowledge into action... management coaching steps in where traditional approaches often finish."
Paul Galner (HR Manager, Spherion)

Coaching Benefits

- The organisation, participant and their teams will all experience positive outcomes
- A development program that focuses on current and real issues in the workplace - not just theory
- Ensures a transfer of knowledge and awareness into action that produces results
- Develops weak areas and leverages from the strengths of participants
- Improves team performance through more effective communication and leadership skills
- Helps managers to model appropriate behaviour more powerfully and effectively
- Tap into current strategic and operational objectives to ensure organisational alignment
- Draw from a wide range of contemporary theory and practices - specific to the participants' situation

How the Program Works

There is an initial complimentary meeting between coach and participant to trial the coaching approach, discuss and agree program objectives, determine inter-personal compatibility and answer any questions the client may have.



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The Participant has access to a range of evaluation tools for initial benchmarking. Our recommended assessment tool is the Sigma 360 Degree Leadership Effectiveness Assessment

The Coach and participant meet weekly or fortnightly for 1 hour - flexible session delivery includes phone, email, face to face, on-site or remote. Each session is structured around the participants' objectives and starts with a review of the coaching objectives and completed activities. The Program and coach performance is regularly reviewed and evaluated.

Perhaps the greatest risk to an organisation is their new managers who, through technical proficiency in their preferred discipline, have progressed into a management role where they are relatively unskilled, unsupported and potential ineffective."

Sean Reddell (Director, Blaze Unlimited)

Our Program

Our programs are proving highly effective in supporting new and experienced managers to really harness and improve theirs and their teams' capability.

Coaching may be used to:

- ➔ Develop resilience and flexibility of manager and teams
- ➔ Improve the focus on meeting or exceeding performance targets
- ➔ Define performance goals and implement plans to achieve them
- ➔ Correct weak performance (self and team) before it becomes an issue
- ➔ Encourage learning and generate creative ideas
- ➔ Help employees reach their full potential
- ➔ Better understand job expectations
- ➔ Acquire new skills to improve performance
- ➔ Develop and harness a talent
- ➔ Improve listening skills and build and maintain rapport
- ➔ Analyse one's own performance and find solutions

Our management coaches are all qualified coaches, have significant backgrounds in psychology, organisational development, management development and/or human resource management. They have experience in a range of industries, particularly Government and have coached at all levels in an organisation.

Next Steps

BLAZE UNLIMITED are pleased to offer an obligation free consultation to help you clarify your requirements and develop a strategy with which to move forward.

To arrange an appointment please call **BLAZE UNLIMITED** on our free call number or visit our website.

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