



Talent Coaching

What is our Philosophy and approach to Coaching?

We believe that business success is driven by the efforts of talented people, and developing that talent is a key enabler of that success.

Talent Coaching has continued to grow as a valuable and effective tool to develop key talent and enhance individual performance and impact. In the past, coaching was often seen as a remedial tool to address performance or behavioural issues, and while coaching can assist in this regard, it is increasingly and effectively used to provide targeted support for the development of high potential talent. As our coaching practice has evolved, we have developed and refined a structured approach that is based on building insights and gathering data through assessment and 360 feedback to inform the coaching interaction. We call our approach "holding up the mirror" and it provides a credible and impactful source of data to guide the coaching process.

Using the data gathered, our highly experienced and seasoned Executive Coaches work with coaching participants to build and guide a comprehensive coaching plan that identifies key development opportunities, builds structured action plans, provides regular feedback and review and monitors progress.

Individual and Team Support

Our coaching process allows us to provide individualised coaching within a team or cohort that offers structured development in the context of specific business requirements. In addition to individual coaching, we have conducted large scale development interventions across multiple teams, as well as supporting large scale transition programs.

The Benefits

- Coaching is based on data from valid assessment and 360 feedback – "holding up the mirror" means the right development opportunities are identified, targeted and addressed.
- Highly skilled and experienced coaches bring substantial career and life experience to interpret results, engage with participants and shape the process to deliver desired outcomes.
- Our well developed and proven process provides the required tools and structure to ensure a positive and effective experience.
- Highly effective development is provided through an approach that is specifically tailored and intensive.

The Talent Coaching process comprises the following key steps

1. An initial briefing with the participant's manager and participant to review process and discuss objectives
2. Participants complete psychometric assessments and 360 feedback reviews
3. Our coach prepares a comprehensive summary report based on the results of assessments and surveys and uses this as a basis to highlight key areas of focus
4. Coach and participant build a Coaching Plan that articulates the key outcomes and defines strategies and actions to achieve them
5. Usually six coaching sessions, each one of 60-90 minutes, are conducted over a four to six month period to provide scope for change and improvement to be tested, adjusted and embedded
6. A key element of the coaching process is that the discussions remain confidential between the coaching subject and the coach. We encourage the coaching subject and their manager to frequently review progress with each other.

What makes our approach different?

Since 2004, we have assessed and successfully coached over 200 executive leaders. Our fact based approach, structured methodology, outcomes driven focus and senior experienced coaches create a highly effective capability to enhance individual, team and business performance.

Professional Fees

The fees to provide the comprehensive coaching approach vary, depending on the level of experience of the coach required. We have a range of coaches who can bring diversity, particular experiences or relevant skills and styles to match a participant's needs. Where coaching is part of a broader team development initiative, we are able to structure our fees to reflect a volume approach.