

COACHING



Coaching People to Achieve Potential

One-on-one performance coaching helps people to reach their personal and professional potential. Leading organisations are embracing coaching as a core element of new performance-led cultures. Coaching is an effective alternative to training and extends far beyond external courses focussing on professional development. Coaching is a form of 'personal training' targeted to improve an individual's specific skill or mindset.

Coaching is no longer regarded by organisations as a luxury. For many that are struggling to retain great people it has become a necessity. Coaching is an investment. HR Business Solutions can provide coaching expertise which will see your organisation realise benefits including:

- Ensure employees, particularly those who have been promoted to handle new responsibilities, feel supported.
- Improved employee, manager and team leader productivity and effectiveness.
- Increased employee commitment and satisfaction, leading to stronger retention, motivation and job performance.
- Developed and improved leadership and management ability and confidence.
- Demonstrated commitment to employees with regards to their development and success.

Coaching focuses on the person as well as the profession. Benefits for the individual include:

- Leadership capability developed in a safe and confidential learning environment.
- Improved managerial and interpersonal skills of the employee.
- Improved relationships with colleagues, direct reports and senior managers.
- Employee confidence developed.
- Positive impact on employee performance.
- Improved self-awareness allowing an accurate perspective of individual strengths and weaknesses.
- Reduced stress levels which averts interpersonal conflict in the workplace.

"HR Business Solutions helped me identify the key areas of development necessary for me to achieve my professional goals as well as techniques for promoting these achievements along the way. I recently completed my coaching relationship and was proud to realise that with the help of HR Business Solutions I had achieved all of the initial goals I set for myself. I couldn't have done this without a HR Business Solutions career coach."

- Liz Edwards, Director of Client Services, **Davidson Recruitment**

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