



## Coaching for peak performance

Coaching is about creating behaviour changes that enhance an individual's performance.

Coaching is a solution-focussed process in which the coach facilitates the enhancement of performance, self-directed learning, personal growth and self-awareness, which can translate to improved leadership effectiveness in the workplace. One-on-one performance coaching helps leaders to reach their full potential.

**HR Business Solutions can provide coaching expertise to your current and future leaders to:**

- Assist newly promoted leaders to develop people management skills
- Improve employee, manager and team productivity and performance
- Increase employee commitment, motivation and job satisfaction
- Develop leadership and management ability and confidence

HR Business Solutions utilises a variety of tools to investigate the coachee's strengths and weaknesses and to promote self-awareness. These assessment tools are used as a basis for coaching around the coachee's strengths and areas for development.

**Coaching has the ability to move people from self-awareness to responsibility. Coaching typically follows the following process:**

- Developing rapport, setting expectations and establishing mutually agreed goals
- Reviewing any previous feedback/assessments and SDOT Analysis ( Strengths, Development needs, Opportunities, Threats)
- Conducting psychological profiling and feedback (personality and emotional intelligence)
- Conducting 360 degree survey feedback
- Developing personal developmental action plan
- Coaching meetings
- Reporting on progress and closure