

COACHING FUTURES



March 2009



Welcome to the first newsletter for 2009. You may, like many, be feeling that many things are out of your control - and to some extent you would be right. In many cases though we do have more control than we think.

Coachbroker has been working on ways to support you in answering some key questions:

- What opportunities do current conditions offer?
- How can we work better as individuals, team members and leaders?
- What is an immediate way to capitalise on the resources we DO have rather than concentrate on what is missing?

Today's uncertain economic environment offers opportunities to do something different. Some of the assumptions we have been working with in recent years are no longer relevant. Different market conditions call for different approaches. Although we can't make an immediate change to the global economic environment we can change the way we think about things and the ways we work.

When many things are not available - then we have more scope to give attention to what is at hand and to focus on the things of which we can be certain. We are freer to focus on people, focus builds confidence, and confidence builds a willingness to try new things.

With a small investment in the right people-support you can come through this tough period achieving sustainable performance and real results, with people who feel valued, are committed, loyal and willing to innovate. As a result you can be ideally placed for the recovery and the opportunities this will bring. We describe some of these services in this month's newsletter.

A seminar for the moment - "Coaching Essentials: for individuals and organisations"

Over the past two months we have developed the new Coaching Essentials seminar in partnership with **Coaching Relationships Global**, to support our clients. The first part of the seminar provides a basis for understanding how coaching conversations contribute to ROI (Return on Investment) by way of enhanced IOR (Improvement on Relationships).

The seminar covers:

- Defining coaching and coaching culture
- Identifying ROI and IOR - including actual examples
- Essential Coaching Tools and their application
- Identifying actions and commitments
- Setting up a Feedback Loop for achievements

The first part of the seminar provides you with some actual examples from corporate Australia that show how coaching conversations are developing a coaching culture while delivering great ROI and IOR results.

The second part of the seminar is a hands-on opportunity to learn three foundational coaching skills to apply immediately. This is backed up with an opportunity for practical application and support.

Run on your premises and facilitated by two senior Coachbroker coach/facilitators, the seminar can cater for up to 20 participants. Over two hours, participants will increase their understanding and their ability to improve working relationships using a coaching approach. This highly affordable seminar provides the foundation to improve organisational culture, increase results, reduce costs and build retention and loyalty.

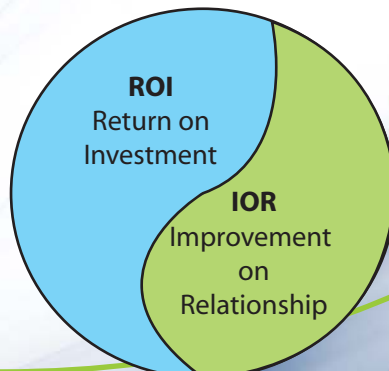
The acquisition of coaching skills increases a manager's capacity to achieve personal goals and equips them to enable others to bring their discretionary effort to work.

Participants receive individual workbooks with notes and space for recording.

If you are interested in participating in these seminars please contact Karen Tweedie today on 0418 997 190 to gain more information.

Special Note: We are holding a complementary Seminar demonstration on Friday 20th March from 2.00pm to 4.30pm. This will be in the Melbourne CBD and if you are keen to attend please call Karen Tweedie to register on 0418 997 190

Please note our new address and contact numbers. Please change your records accordingly.



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Leader as Coach Program provides fantastic results.

Our Leader as Coach programs continue to deliver high returns. Organisations currently running a LaC program are realising results ranging from 700% to 1000% on their original investment in the course. Results like these, which do not take account of the substantial improvements in morale, leadership development, confidence and the like which they generate, are ideal for the times.

LaC is a program spread over 45 weeks. Catering for up to 12 participants, it follows adult learning principles and allows for high participation and dynamic feedback. Executives ranging from middle management to senior executive teams can benefit from this program. And, as it is phone-based, and runs for only one hour a week it can work for teams spread across the company/country, causing minimal disruption and maximum cohesion.

Fees for Leader as Coach work out at under \$3,000 per head. This is a great investment and provides wide-scale benefit. LaC is a great way to give your leadership teams sustained development and networking to support them throughout 2009. This is the year you really need your teams to be performing at their maximum so what are you doing to support them? Contact us today to get more information on this proven, exciting program.

Contact Karen Tweedie on 0418 997 190 or Richard Anderson on 0425 794 875

If you are an interested client or experienced coach then we are keen to hear from you.

We would welcome your enquiry and we ask that you contact us via our website, or contact Richard Anderson directly on 0425 794 875

or email us at enquiry@coachbroker.com

www.coachbroker.com

Would you like to review your current coaching offer and coach pool?

The Coachbroker team provides a range of services for all your organisational coaching needs. We are experienced in business, coaching and consulting and well connected to work with you in customised ways through our strategic partners and our extensive coach pool.

Some of the services we offer are:

Coaching Culture Audits: Coaching culture audits are a valuable tool for determining how well established coaching policies, programs, and practices are responding to the needs of diverse stakeholder groups and delivering results for the organisation.

Coaching Surveys: Using the survey tool within the Coachbroker System we can provide efficient online surveys to assist organisations determine current and future coaching needs.

Coaching Skills Assessment: This is a service offered to organisations to quality-assure their internal coaches. It is an interactive experience that provides the opportunity for coaches to practice and compare their coaching competence in theory and practice. Assessment process results in the preparation of an individual coach development plan.

Coach Supervision: We provide supervision services for internal executive coaches - either through one-to-one or group supervision exercises. Supervision training programs for senior internal coaches can also be provided.

The widest selection of professional executive coaches in Australia.

Services:

- Specialist Coach search
- Coaching Management System supply and training
- Professional services search
- 'Select Coach Pool' scoping and establishment
- 'Leader as Coach' program for middle management and executive teams
- GenosEI assessments and coaching programs
- Group Coaching
- Coaching Consulting

Survey results 2009

The 2009 Sherpa Executive Coaching Survey of 1500 participants from over 40 countries was released a few weeks ago. The main results show that coaching continues to grow around the world and move from a process addressing specific issues/problems (down from 37% to 32%) to a major leadership development tool (up from 43% to 50%).

42% of the organisations that use coaching have managers at every level of the organization participating, while 31% limit coaching to senior managers and executives. The allocation of coaching services by rank has remained relatively steady over the years but 2008 showed a slight trend back toward coaching for senior executives (from 18% three years ago to 21% today) and this may be a function of the tight economic conditions seen in the USA last year and where the majority of respondents (73%) were based.

If you would like a full copy of this survey please go to: www.sherpacoaching.com