

COACHING FUTURES

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Talent Management in difficult times

Well what a difference a few months can make! While we mentioned the slowing economy in our last newsletter we were unaware of how serious it was to become. The risk, in times like these, is that short-term pessimism can become a self-fulfilling prophecy. Some organisations will attempt to cut costs quickly by shedding jobs and limiting professional development. However, care must be taken as good staff will be hard to both find and retain in 2009.

The danger is losing key, motivated staff and in de-motivating those who stay. Organisations who are overly aggressive in shedding jobs will have difficulty maintaining current levels of operation. Furthermore, there is the added danger that low morale will impair the ability to meet new opportunities in the year ahead. Research clearly shows that employees are loyal to (or attracted to) a supportive working environment. This means that they perceive that their development needs are met or exceeded, something that will not change in the short term. Human beings are relational in nature so the need for appreciation and support is hard-wired. Organisations which weather the storm well will continue to offer development and support programs so as to be positioned for growth when the opportunity arises.



There is considerable evidence to suggest that coaching is a means of maintaining calm in turbulent times thus ensuring that key people are well placed to make the most of the opportunities that will inevitably emerge. Our Group coaching initiatives are designed to be far-reaching in their effects, whilst also being highly cost-effective. Group coaching programs are the right investment for the times and contribute to the achievement of increased performance, motivation and positive contribution.

Coachbroker offers cost-effective group programs to provide quick performance gains, build capability and foster loyalty within your organisation. When times are tough it is through people that you can achieve the sustainable results you need to survive and grow.

Looking to better manage your external coaches?

As the use of coaching in organisations increases so too does the associated volume and complexity of administration. Organisations can find that their human resource departments are stretched to capacity and to manage coaching is extremely limited. Larger organisations, with an existing panel of external coaches, are keen to better manage process and cost in order to maximise the value of coaching. Both are looking for the coaching industry to supply a high-quality coaching management solution.

Coachbroker has developed a system that permits organisations to manage their coaching so that it is structured, consistent, and provides over-arching control and quality assurance.

Dec. 2008



125 Coaches.
**The widest selection of
professional executive
coaches in Australia.**

**Now building our
international pool of
executive coaches**

**Looking for
experienced coaches?**

**Looking for international
coaches?**

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Based on the proven Coachbroker management system the 'Maximiser Coaching Management System' allows organisations to manage all coach interactions, coaching programs, evaluations, and can also provide a centralised accounting function saving considerable administration cost.

A small upfront fee is required to brand and set up each system with a modest monthly Software as a Service fee to cover support, administration and system updates.

If interested in gaining more information on this service please contact Richard Anderson on 0425 794 875.

Coachbroker.com

Leader as Coach Programs

Our unique Leader as Coach program is a high value, low-cost executive development program that utilizes a coaching approach to provide maximum results. We can set up your organisation's program now so that it is ready to run throughout 2009. Coachbroker's Leader as Coach program is ideal for building coaching capacity across an organisation and ideally suited to be the launch initiative for building a coaching culture. (Ask us about this!) We currently have seven programs running (involving over 70 Leaders and Managers) and as calculated by the organisations themselves, we are achieving a minimum return on investment of 700%. A key additional return is the added benefits of improved staff communication, silo breaking, shared learning, and staff appreciation - all vital elements in building loyalty in tough times.

Call us for a presentation to speak to your senior team about Leader as Coach and share the exceptional client data and testimonials we have collected. Starting this program in January/February next year will set up your organisation for 2009 and the years ahead as we are confident that flow-on benefits will continue to accrue.

Please contact Michael Fahie 0403 225 609 or Richard Anderson 0425 794 875 for more information.

An optimist sees an opportunity in every calamity. A pessimist sees a calamity in every opportunity.

What opportunity does 2009 hold for you?

Seminars for the moment "Empowering People"

In early February 2009 Coachbroker will launch a series of low cost, two hour, seminars which will be offered at your premises. They are designed to develop the foundational thinking and skills for building a coaching culture. Participants will have increased capacity to improve performance, achieve wins and encourage others to bring their discretionary effort to fight "tough times". The seminars are focused on organisational capacity building that will also equip individuals to achieve personal goals.

These are high participation, high content seminars designed for a minimum of 15 people (maximum of 25) facilitated by two senior Coachbroker coach/ facilitators.

Individual workbooks providing work and personal goal templates, activity recording, timeline tracking and measurement of wins (ROI) are supplied. We also supply coaching material and additional training handouts.

The basic Pillars of the seminar are:

- Identifying common goals and vision
- Identifying blind spots
- Optimised performance through aligned individual and team effort
- Breaking down silos and other barriers to improvement
- Shared experiences and a common language
- Accepting and leveraging change

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

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

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 programs
- Coaching Consulting.

The Directors and Coaches of Coachbroker wish you and your teams/ families all the best for the festive season and we look forward to working with you in 2009.