

# Taking steps towards successful performance and change

**Enabling Development** provides tools for individuals, teams and organisations who choose to create successful change and peak performance with real bottom line results.

In addition to Executive Coaching we offer the following to help you create your success:

- Strategic consultancy
- Personal, team and organisational leadership
- Managing knowledge for enhanced performance
- Consultancy to help solve a particular issue
- Confidential strategic counsel for board members

**Enabling Development** is about delivering measurable and real performance improvement. We refute the 'one set formula' or 'sheep-dip' approach.

Each client and participant deserves and receives a tailored programme. The way we help you obtain your objectives depends on what you want to accomplish.

We invite you to explore the performance and change possibilities. The first step is to contact us to find out how we can help you to make the impossible possible.

## Enabling Development Ltd

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## Executive coaching with a difference

**Whatever your business strategy your aim is the same...**

### Corporate Success

Business effectiveness depends on people performance and their ability to work with others. Perhaps 95% of any role is dealing with people—the 'soft stuff'.

The more senior the people the greater their influence and impact on the success of the business.

**Enabling Development** specialises in executive coaching with a difference to enable individuals and teams to raise their game.

How would you like to improve the 'soft stuff' to get hard, bottom line, sustainable results?

## What is executive coaching?

**Enabling Development** believe coaching is about synthesising

- People development and business development– creating the connection
- Hearts and minds – bridging the intellectual and emotional intelligence
- Attitudes and beliefs – for successful culture change

In other words the thinking behind the thinking.

**Enabling Development** coaching is an interactive process which helps individuals develop rapidly for the benefit of self and the organisation. It is mainly work related and focused on reaching peak performance through behavioural change. Coaching is a measurable, goal-orientated form of personal/team development tailored for busy leaders and managers.

Coaching is a methodology that allows you to work in real time on real issues in the business context and importantly make the links and address key areas in the non-business context.

Compared to training, executive coaching is a much more effective way of getting to the heart of the matter and really addressing personal agendas in a non-threatening, confidential and sustainable way.

**Enabling Development** coaching programmes are time limited, goal specific, in the work context and specifically tailored to learning. We utilise feedback tools and offer objectivity and challenge.

**We enable you to make your impossible possible and the extraordinary the everyday**

## What are some benefits of coaching?

### for individuals and teams

- Solve own problems
- Improve managerial and interpersonal skills
- Better relationships
- Identify and act on development needs
- Greater confidence

- More effective and assertive
- Positive impact on performance
- More adaptable to change
- Enhance work life integration
- Reduce stress
- Greater self awareness
- Gain new perspective

### for organisations

- Improve productivity
- Enhance employee commitment and satisfaction — enhanced retention
- Support employees promoted to new positions
- Process for self development
- Help employees sort out issues affecting work performance
- Demonstrate commitment to employee development
- Complement other T&D initiatives

### Executive Coaching with a difference because

- We guarantee a real return on your investment
- You concentrate on your real business issues
- You enhance your influence and impact
- You adopt an all-embracing action learning approach

These measurable outcomes provide tangible, value creating benefits.

**We help you realise YOUR specific benefits**

## What happens?

Our process encourages you to take charge by charting progress, developing personal flexibility, identifying what is important, learning about self and adding choice to create a compelling future through clear direction and vision.

You concentrate on effective behaviour, relationships, influencing and dealing with uncertainty to achieve high performance leadership.

**Enabling Development** has developed a range of frameworks for managers to enhance performance and leadership via one-to-one and our unique figure of eight programmes.



A coaching programme for senior people can last a year whilst shorter interventions (eg with graduates) may be for six months.

For your convenience, each confidential session is at your nominated venue, perhaps at your premises, to reduce time away from the work place. Job related assignments form an integral and important part of the process.

Commitment to personal development is critical to your success. Tools to determine your operating preferences and 360<sup>0</sup> feedback are part of the mix and help us formulate a specific programme with meaningful outcomes for the individual in the context of their organisation.