



# COACHING FOR EXECUTIVES, LEADERS, MANAGERS AND TALENTS

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Personalised Performance  
Acceleration for  
Individuals and Teams

***In times of change, during important points in our career or when we feel that our trusted strategies need reviewing and enhancing, what we are looking for can often not be found in the popular learning and development offerings. Working with a professional coach on the other hand can make all the difference. As a trusting partnership coaching provides a safe space of entirely personalised support and focus to grow awareness, acquire new skills and strategies that expand our thinking and lead to more effective choices.***

## **WHAT IS COACHING?**

At its core coaching is a partnership between a qualified coach and an individual or team that supports the achievement of extraordinary results, based on goals set by the individual or team and over a defined period of time.

## **PEOPLESMART COACHING**

### ***Proven impact with ethical standards***

We offer a range of packages that provide between 10 and 20 hours of coaching support with an experienced PeopleSmart coach. All PeopleSmart coaches have backgrounds in business and leadership and are expertly trained coaches, complying with the standards and ethics of professional coaching bodies. They maintain the quality of their work on an ongoing basis through training and supervision and are committed to continual personal development. They are all members of and/or adhere to the Code of Ethics of the Association for Coaching and/or International Coach Federation.



## **WHO IS THIS FOR?**

### ***Proven impact with ethical standards***

One of the following might be a good reason to start working with a coach – the ideas may serve as a starting point – your aspirations are the limit.

- Individuals who will soon change or recently changed their role
- Individuals who want to enhance their skills set
- People who want to implement learnings from training and feedback
- Leaders who want to devise their vision and strategy
- Leaders who want to support their teams during change
- Individuals and leaders who need to overcome a performance challenge

## **WHAT DO OUR SATISFIED CLIENTS SAY ABOUT OUR COACHING?**

***“I was really impressed by the level of the coaches & their ability to quickly understand my business culture” (High Potential – Aerospace)***

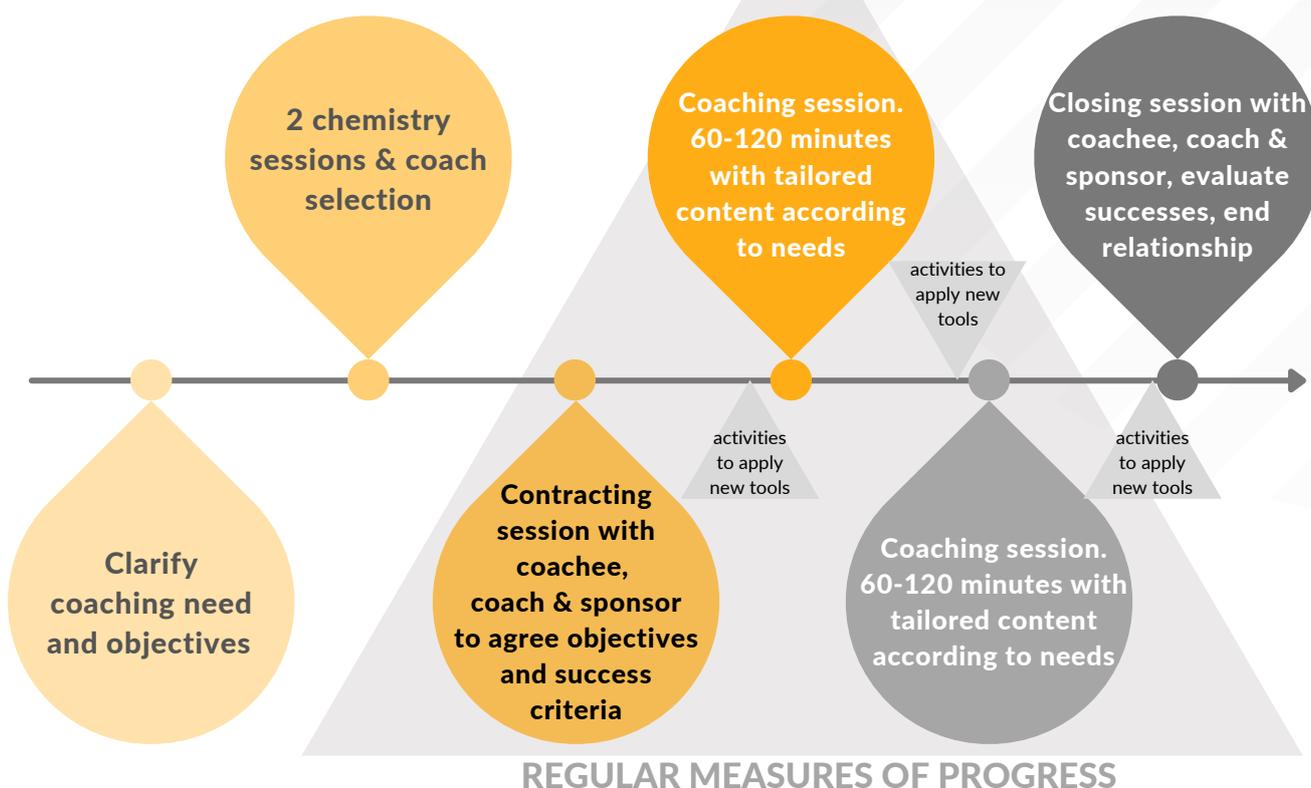
***“My coach helped me see that I had different options and build confidence to make decisions I had been putting off” (Leader – Pharmaceutical)***

***“My coach challenged me by questioning how I judged the situation” (Manager – Manufacturing)***

## HOW DOES IT WORK?

Our packages offer a range of options that can be chosen to best fit the coachee's needs and targets. Our team will help you explore these and select the best-suited coach and the right number of sessions in the time frame that works best for the individual and the organisation. Here is an overview:

### 3-6 months with 10-20 hours of coaching



A coaching program comprises typically 3-7 coaching sessions on a monthly or fortnightly basis.

Between scheduled coaching sessions, the coachee usually commits to completing specific actions that support the achievement of their goals.

New skills and tools are put into action, progress is tracked and regularly measured.

The coach may provide additional resources in the form of relevant articles, checklists, or tools, to support the individual's thinking and actions.

Where beneficial, our coaches are able and qualified to utilise psychometric and or assessment tools and questionnaires to support the development of the coachee, which can be integrated into the coaching program



*All our coaches are multilingual and we are able to provide coaching in a range of languages from around the globe. Contact us to discuss how we can provide you with the best coaching experience for a lasting impact*