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Coaching *focus*

**ADDRESSING THE NEEDS OF INDIVIDUALS AND ORGANIZATIONS,
AND PLANTING THE SEEDS FOR A MORE PRODUCTIVE FUTURE**

In today's business environment, we are required to do more with less at a faster pace than ever before. As a result, the rules have changed - what used to work doesn't anymore. The workplace and those in it have different needs and expectations; not only of the work they do and how they do it, but also of their leaders. This shift in expectations calls for a new way of thinking. Now more than ever, managers and leaders must use the strengths and power of coaching and mentoring to achieve the results they desire. Training and Counselling alone are often not enough to realize organizational change, increase retention and promote engagement amongst work force. Coaching is today's most efficient and recognized tool to leverage training programs in organizations.

Helping you achieve your goals

Coaching services are a main focus of what we offer. Whether it is a 6 month executive, team or personal coaching program, coach training for your staff or as support to sustain the learning from a recent training program, we're there to partner with you.

We provide coaching services in the following areas:

- Corporate/Executive Coaching
- Team Coaching
- 1-1 or Individual Coaching
- Group Coaching
- Mentor Coaching (for Coaches in certification or accreditation processes)
- Coaching for Business Owners and Business Partners



PLANTING THE SEEDS FOR A MORE PRODUCTIVE FUTURE

Coaching will:

- Inspire leaders to maximize their personal and professional potential through thought-provoking discussions.
- Enhance thinking, decision making skills, and interpersonal effectiveness.
- Increase confidence in order to carry out chosen work and life roles.



Getting the most from our Team

Our team consists of organization development specialists, professionals, consultants, managers, all seasoned business and executive coaches each with a unique area of expertise. The diversity of our coaching team allows for flexibility in matching developmental requirements with the right coach. Our experience allows us to address a wide array of individual and organizational development needs across industries, corporate cultures or personal backgrounds.

KNOWING THAT YOU HAVE TO CHANGE IS ONE THING

KNOWING HOW TO MANAGE CHANGE IS ANOTHER

ARE ALL THE BASES COVERED?



Your organization is planning or is in the process of a major change effort and it has considered all critical factors that will determine the outcome of a change process while embarking on change.

Not sure that you have given careful attention to all critical factors during all stages of the change process?

Then **Coaching** may be the answer.

Coaching in Change

Between layoffs, mergers, downsizing, outsourcing, homesourcing, transforming, transitioning and fifteen other words that bring discomfort, nearly every enterprise is reorganizing or restructuring.

To be successful today, organizations must be in constant evolution towards a more streamlined and efficient state and recognize that it's culture changes subtly over time due to major influences such as economics, societal attitudes, technology development or political events.

Change has become a necessary part of life for most organizations in the public and private sectors, but to be successful, change must be managed and this places considerable demands on managers involved and stress on employees affected.

While some people accept change and welcome it, others erect barriers and resist change, and the degree to which these opposites occur depends on many factors. In some cases change results in tremendous negative impact on employees (uncertainty, concerns about future competence, more work, security, workforce adjustment, loss of employment, etc.). The intensity, complexity and speed of change or any transformation program represents one of the greatest challenges leaders, managers and employees face today, and in some cases a sad reality for employees.

INVESTING IN THE FUTURE: COACHING



Whether it is Business Coaching, Executive Coaching or Leadership Development Coaching, or Personal Coaching, Coaching is more than training and mentoring. It is used to support individuals with their professional and personal development, which in turn benefits organizations by creating an environment promoting retention and workforce engagement.

Coaching Circles

Coaching can be offered on a one-on-one basis or to groups and teams of 6 to 8 participants. Group coaching is a very powerful tool for organizations managing significant change in their culture, structure or context. The development work of these groups takes place over a period of 6 to 18 months, with meetings every 4 to 6 weeks. In coaching circles, participants learn together while supporting each other in taking action.

Each circle has a coach who models the use of powerful and life changing questions. As the circle progresses participants learn how to use these types of questions when tackling real work related issues.

We invite you to explore our coaching services which will best meet your needs, timeframes and budgets.

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