

**jmpconsultants**

# Coaching in Change



**'It must be considered that there is nothing more difficult to carry out, nor more doubtful of success, nor more dangerous to handle, than to initiate a new order of things'**

*Niccolo Machiavelli, The Prince*

## KNOWING THAT YOU HAVE TO CHANGE IS ONE THING KNOWING HOW TO MANAGE CHANGE IS ANOTHER



*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.

So 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.

However, most importantly change is actually a realm of opportunity when managed properly and this is where coaching reveals its strength.

## COACHING IN CHANGE

'HOW YOU DO IT IS WHAT YOU GET'. Not sure that you have given careful attention to all the relevant factors during all stages of the change process?

Then **Coaching** may be the answer.

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 turns benefits organizations by creating an environment promoting retention and workforce engagement.

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.



Coaching is a comprehensive communication process. Coaching conversations challenge and support individuals and connect people to performance. Coaching uses the power of dialogue to send a clear signal that people are valued and respected. It creates a participative environment that is respectful and trust based where the organization's values are evident.



Coaching can be offered on a one-on-one basis or to groups and teams (group coaching or coaching circles) of 6 to 8 participants. Group coaching is a very powerful tool for organizations managing significant change in their culture, structure or context.

In addition to developing new competencies, participants develop their own coaching capabilities and learn on a continuous basis.

## CAN COACHING BENEFIT YOUR ORGANIZATION?

Perhaps the answer to the above question lies in some of the most common benefits public sector managers and business owners say they gain from coaching:

- A sense of purpose for their organization
- Clarity - knowing what to do and how to do it
- Improved focus
- Increased business growth
- Increased self-confidence
- Better work/life balance
- Improved motivation and performance
- Better able to cope with change
- Defined process for self-development
- Improved productivity and quality
- Improved customer service
- Improved financial performance
- Increased employee commitment and satisfaction with their work
- Improved employee retention
- Support for training and development initiatives
- Assistance to help employees address and work out personal issues that impact work performance
- Support for employees who have been promoted
- Support for employees who are facing a loss

Organizations and Companies request business and executive coaching to address a variety of challenges:

- Identify and overcome gaps and challenges in individual leadership styles
- Enhance required competencies or job skills
- Assist the transition of a new leader
- Cultivate effective 360 degree relationships
- Leverage the organization's culture, structure and processes
- Develop effective communications and interpersonal skills
- Manage organizational and cultural change
- Develop executive presence
- Enhance strategic thinking
- Deal effectively with conflict
- Increase retention and engagement in the work force
- Build effective teams...

## JMPCONSULTANTS AND COACHING SERVICES

In today's business environment, 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.

**Let us coach your leaders and your employees through the reorganization or the change effort.**

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

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

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.

When you choose **jmpconsultants** you select not just one coach, but an entire team of coaches who work collaboratively to meet your needs.

For more information or to find out how our services could benefit you, please contact us at [jmpconsultants@videotron.ca](mailto:jmpconsultants@videotron.ca) or by phone at 819.664.5253, and visit our Website for additional information – [www jmpconsultants.com](http://www jmpconsultants.com).