

BLANCHARD® COACHING SERVICES



COACHING FOR EVERY LEVEL
OF YOUR ORGANISATION

ONE-ON-ONE COACHING TO SUPPORT YOUR LEADERS

Blanchard[®]
AUSTRALIA

WHY DO PEOPLE **NEED COACHING?**

Each and every one of your people is capable of greatness. The right coaching and support at the right time will help them get there. That's why the best organisations provide professional coaches for their individual contributors, managers, leaders, and senior-level executives. Coaching helps them quickly increase their effectiveness and make progress on their most challenging and growth-oriented tasks.

Professional coaches are skilled at challenging current perspectives, creating a safe environment to make ideas a reality, and being an accountability partner. More and more companies recognise the value and impact of one-on-one professional coaching. Whether to provide an extra layer of support to their experienced leaders or to increase the impact of their training investment by reinforcing the learning, the best organisations are leveraging coaching.

Blanchard Coaching Services provides personalised support to help your executives, leaders, managers, and individual contributors develop their leadership skills, build relationships, overcome challenges, accelerate their development, and achieve their goals.

Blanchard's Coaching Services help your people win at the game of work.

80% of coaching clients experienced **improved self-confidence**; **73%**, **improved relationships**; **72%**, **improved communication skills**; and **70%**, **improved work performance**.*



*Source: ICF Global Coaching Client Study was commissioned by the ICF but conducted independently by Pricewaterhouse Coopers.

THE BENEFITS OF COACHING

Working with an experienced, certified Blanchard® coach provides your employees with a safe, confidential environment in which they can discuss business challenges, practice and refine skills, and develop strategies to accomplish their development goals.



INCREASE EMPLOYEE RETENTION

Coaching allows managers to discuss specific challenges and opportunities in their employee relationships, and work on skills and strategies to improve them.



BUILD LEADERSHIP BENCH STRENGTH

Coaching for managers helps them leverage their unique strengths and gives them an opportunity to carefully choose and practice new, more effective behaviours.



IMPROVE PRODUCTIVITY

Coaches help people stay focused on what is most important and hold people accountable for their personalised development plans.



INCREASE LEARNING RETENTION AND ROI

Coaching leverages your training dollars by helping individuals move from learning to doing, providing opportunities to apply and practice new knowledge and skills.

WHY BLANCHARD?

Blanchard Coaching Services is a pioneer in the coaching industry and has coached large-scale organisational interventions for over two decades. What sets us apart is the quality of our coaches. Our team of certified coaches are supported by highly experienced ICF certified Supervisors. This ensures you are working with coaches who will partner with you to achieve productive outcomes for your organisation.

Globally, Blanchard Coaching Services has helped coach thousands of individual contributors, managers, leaders, and senior-level executives to increase their effectiveness. We are committed to supporting your people in their learning and growth, and to achieving your desired outcomes.

In every coaching session the individual gains clarity, deepens learning, and moves toward sustainable behaviour change. Our dedicated coaches and our proven process will ensure meaningful and productive outcomes for your organisation and people.



SENIOR LEADERS

EXECUTIVE COACHING FOR SENIOR LEADERS

Your senior leaders can have an enormous impact on the success of your organization, yet often lack access to objective, ongoing feedback. This could lead to blind spots and unproductive behaviours. As a result, these leaders may not develop to their full potential and ability to positively impact organisational goals and objectives.

Blanchard's Coaching for Senior Leaders provides leaders at the top levels in your organization with a confidential and neutral sounding board to discuss challenges and opportunities in a safe environment. Through a one-to-one relationship with a hand-selected Blanchard coach, your key leaders can identify and practice new behaviours and strategies that can dramatically impact your organisation's initiatives.

During the coaching sessions, your experienced leaders will work with a coach in an action-oriented environment focused on successful business outcomes and leadership development. The coaching process challenges leaders to identify effective paths for increasing alignment between their behaviours and decisions and the organisation's objectives and activities

- Develop their executive presence and strategic thinking
- Identify and communicate core values
- Deepen business acumen
- Positively influence team dynamics

Coaching for Senior Leaders is the ultimate just-in-time, highly customised, premiere approach to give leaders exactly what they need when they need it so they can operate at peak levels. Give your key leaders the personal support they need to sharpen their leadership capabilities, tackle business challenges, and seize new opportunities.

3 – 6-month bespoke program comprising a blend of in-person, virtual and telephone coaching sessions. 360° assessment, report and debrief compiled by the designated coach.



COACHING FOR LEADERS

You depend on your leaders to develop their people to their full potential. But sometimes even the best leaders need the support of a coach to guide their own growth and development so they can, in turn, better develop their people and their teams.

By working with a Blanchard coach, your leaders will identify what they should do more of, or less of, to achieve personal and organisational objectives as well as help their people be their best. Coaching can help your leaders

- Become clear about who they are and what their development needs are
- Improve self-reliance and personal responsibility
- Improve communications
- Manage time and tasks more efficiently
- Manage with more accountability
- Build trusting and respectful working relationships
- Develop people more quickly

Help your high-potential, fast-track managers and leaders to excel at setting goals, leading their teams, building relationships, and accomplishing their goals more effectively.

Up to ten 1-hour telephone and/or virtual coaching sessions over a 6-month period



LEARNERS

COACHING TO INTEGRATE LEARNING

We know that you want your people to implement the skills they learned in training quickly and effectively. And we understand how frustrating it can be when they aren't leveraging every opportunity to become the best manager they can be. When they don't use training skills to their full potential, they don't lead as well as they could. With coaching, your staff can avoid that pitfall altogether and more easily apply their new skills.

Your people deserve to be supported in all of their pursuits and to achieve mastery in their skills. Coaching can provide the support and accountability for learners as they put into practice the skills they learn in training programs.

Our coaching services help learners do just that. We pair your learners with a Blanchard coach who will work with them to apply new learning in the workplace, reinforce skills, and stick with it.

Coaching for Learners includes four x 90 minute group coaching sessions over a 6- to 8-week period following training.

GET STARTED TODAY BY CALLING US AT 1300 BLANCHARD

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