



## BLANCHARD COACHING SERVICES

# Coaching to Integrate Learning

Individuals gain clarity, deepen learning, and move toward sustainable behaviour change.

You want your people to quickly and effectively implement the skills they learned in training. We understand how frustrating it can be if they aren't able to leverage every opportunity to become the best manager they can be. When your people don't use the skills learned in training to their full potential, they don't grow and your investment goes to waste. With Coaching for Learners, you can avoid that pitfall. Coaching for Learners is proven to increase application of new skills and relevant, sustained behaviour change.

People who invest their time and energy to attend training greatly benefit from support to apply what they have learned and to achieve mastery of new skills. Coaching provides the support, direction, and accountability learners need to try to apply new skills and get real results.

The Blanchard® Coaching for Learners program helps 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 when they are tempted to revert to old habits.

**Blanchard**<sup>®</sup>  
AUSTRALIA

**To most effectively set up the coaching, Blanchard will work with your organisation to:**

- Establish goals for implementing behaviour changes based on Blanchard program content
- Understand and support the organisation's culture and business challenges
- Link coaching to organisation goals
- Deliver to participants a group orientation to coaching
- Guide your learners to prepare for the coaching effectively
- Conduct periodic check-ins with organisational sponsor, clients, and coaches
- Send monthly coaching status reports to organisational sponsor
- Ensure your people are engaging effectively with what they've learned

In short, coaching makes the learning stick.

Working with an experienced, certified Blanchard coach provides your employees with a safe, confidential environment in which they can discuss challenges, practice and reinforce what they've learned, hone their skills, and develop strategies to accomplish their development goals.

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.

Blanchard Coaching Services is a pioneer in the coaching industry and has been coaching large-scale organisational interventions for almost two decades. What sets us apart is the quality of our coaches. Blanchard Australia coaches are professionally certified and supervised, with deep industry experience. This ensures you are working with coaches who will partner with you to achieve productive outcomes for your organisation.

**Coaching for learners Includes:**

- 4 x 90-minute group coaching sessions (4-6 participants) over a 6-8-week period following training. Sessions are conducted virtually on MS Teams or Zoom
- Additional virtual or telephone coaching (individual or group) is available upon request

**Blanchard**<sup>®</sup>  
**AUSTRALIA**

1 Queens Road  
Melbourne, Victoria, 3004, AUSTRALIA  
Within Australia: 1300 25 26 24  
From anywhere: +61 3 9863 7031  
Fax: +61 2 9243 4690  
Email: [info@blanchardaustralia.com.au](mailto:info@blanchardaustralia.com.au)

[blanchardaustralia.com.au](http://blanchardaustralia.com.au)