



Coaching

Coaching is offered as service to assist the development of individuals or teams. It is targeted to address developmental and support needs. HIL coaching focuses on leadership, project management and strategic management. **Coaching will help you:**

- Enhance personal and/or team competency
- Establish, pursue and monitor progress towards short-, medium- and long-term goals
- Develop desired skills, attitudes or capabilities through support and guidance
- Explore new ideas and concepts through training, discussion, probing questions, creative exercises and other methods
- Strengthen your decision making and action taking abilities by providing encouragement, support, and independent critique of your process
- Broaden your field of understanding and application by introducing concepts and ideas that may be outside your typical focus and background

Benefits of Having a Coach

- Confidence in your roles and responsibilities
- Improved interpersonal and management skills
- Assistance in setting and achieving stretching goals, professional or personal
- Access to a trusted confidant
- Feedback on the impact of your management style
- Insight into how to deal with difficult situations effectively, including how to focus on true issues and not just the symptoms
- Encouragement to be more innovative and willing to sell your ideas
- Stimulation to try new ways of thinking

Why introduce a coach?

Some reasons you might consider introducing a coach into your life:

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| <ul style="list-style-type: none">• Initiating a new project• A new management role• Exploring or developing a new business strategy or approach• To escape from a rut• To explore ideas• To beat a troublesome trait | <ul style="list-style-type: none">• To strengthen skills• To develop greater effectiveness• Work through personal or organisational change• To have an independent sounding board for your ideas |
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