

COACHING



cultivating excellence

through coaching and training

www.branch-out.eu

COACHING



Coaching is a process that moves a person towards greater personal effectiveness and success.

WHAT IS COACHING?

Coaching is a process that moves a person towards greater personal effectiveness and success. The focus is on helping a person to figure out for themselves what they need to do to improve, and assisting them to take the necessary actions to do this.

Coaching achieves impressive results because – unlike training – it addresses the needs, beliefs and attitudes which affect performance. It is directly focussed on the individual and is an ongoing process spread over several weeks or months.

WHAT ARE THE BENEFITS?

Companies who use coaching report:

- Increased productivity
- Higher staff retention
- And greater happiness & satisfaction at work

These benefits flow from the fact that coaching creates...

- A focus on solutions - not problems
- The motivation to achieve your best
- More effective communication at every level
- Enhanced working relationships
- More efficient work practices
- Top results delivered with less effort!

HOW DOES IT WORK?

A Branch Out coach works with an individual or team within your organisation, over a series of regular sessions.

During these sessions, the coach helps the 'coachee' to identify issues and determine goals (personal, team and company goals), uncover personal blocks, devise strategies and then take action to achieve these goals.

The process is completed with an evaluation and the preparation of a *Personal Action Plan*.

THE BRANCH OUT APPROACH TO COACHING

At Branch Out, we believe that it's only with the right mix of **language**, **cultural** awareness and astute **personal** skills that you can succeed in international business. So our coaches cover it all.

THE BRANCH OUT MODEL



Your people will come to understand the power of **language** and its effect on workplace relationships.

They'll learn how important it is to have the right **personal** skills - such as effective leadership qualities and interpersonal ability – in order to get things done.

And they'll become aware of the **cultural** differences involved in communication, so they can operate effectively in an intercultural work environment.

With a Branch Out coach, your people will move towards being top performers on the world stage.

COACHING



Sometimes a combination of individual and team coaching is what is required to really get things moving.

TYPES OF COACHING

1. INDIVIDUAL COACHING

This is for individuals in your organisation who want to excel, but first need to overcome some personal blocks that hinder their professional success.

One-to-one coaching helps people to understand the beliefs, values and behaviours that create blocks to success and to embrace more productive ways of thinking and acting.

2. TEAM COACHING

When a group of individuals are thrown together in order to achieve a common goal, you have a team. Within any team you have people with different skills, experience, abilities and communication styles.

With such a mix, it's no wonder that "teamwork" can be fraught with conflict and misunderstanding!

Team Coaching turns groups of individuals into cohesive and productive teams. Teams where:

- Communication channels flow openly
- Everyone is clear on their role and responsibilities
- Interpersonal skills are used effectively
- There is appreciation & respect for different skills and talents
- Members are HAPPY to work together

Do you sense any of these lacking in your team? If so, you need Branch Out's Team Coaching.

3. A COMBINATION OF INDIVIDUAL & TEAM COACHING

Sometimes a combination of individual and team coaching is what is required to really get things

moving. We can conduct an assessment to help determine the right balance for your organisation.

HELPING YOU 'FIND YOUR PASSION': A UNIQUE PROGRAMME

When people lose their drive and enthusiasm, they no longer operate at their peak.

And without some form of intervention the situation only deteriorates. They then either remain in their position and underperform or leave; meaning you have to re-hire and re-train.

Find Your Passion is a unique combination of coaching and training that shakes people out of their comfort zone and reconnects them to their internal drives. Your people will become motivated and re-energised, and productive at work once again.

What does it involve?

Find Your Passion combines a group training workshop with a series of follow-up coaching sessions. It uses inner reflection, dynamic group discussion and coaching exercises to take the participants through the change process and reconnect them with their true passions.

Who needs it?

The Find your Passion programme is great for those staff that are:

- Just going through the motions or are stuck in a rut
- New to a position and finding adjustment difficult
- Ready for a new challenge, but don't know how to take the next step

Call Branch Out to discuss your programme needs or visit our website www.branch-out.eu



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