



COACHING for BUSINESS DEVELOPMENT

Aimed at Small and Medium Sized Companies and Business Units of bigger Organizations

Portfolio of Coaching Services



Target Group

Companies that are **expanding rapidly** and **need to structure their growth process in a successful and efficient way**.

Objectives

- All major areas of a business (i.e. people, structures, processes and systems) are aligned and contribute in a coordinated way to the overall profitability, stability and growth of the business.
- The company has sufficient competencies and resources in place to successfully and effectively continue the strengthening and growing of its business.

Methodology

Advice and Support is provided in a modular approach to company management and staff – partly individually, partly collectively - through service offerings which differ in scope and intensity. These modules can be arranged separately as well as combined in parts or as a whole, depending on a client's specific requirements. They are:

- Business Audit
- Business Mentoring
- Business Facilitating
- Business Learning
- Interim Management

A specific Business Coach is assigned to a client's organization as a direct contact and source of support. In addition, depending on the requirements of a client's organization, a team of specialists with a wide spectrum of competencies is available.

Content and Service Spectrum

Business Audit

- Overall Health Check focusing on people, structures, processes and systems across all functional areas
- Analysis of Strengths and Weaknesses (internal view)
- Analysis of Opportunities and Risks (external view)
- Market Definition and Identification of possible opportunities
- Analysis of Cash Flow (a critical business factor which can make or break the business)
- Identification of Key Business Actions with dates and accountabilities
- Analysis of Profitability and Key Performance Indicators
- Health & Safety Assessment
- Analysis of Communication Processes and reporting structure
- ...

Business Mentoring

- Individual support provided by telephone, e-mail or personally to management and staff of a client's organization to accommodate the needs of the day to day business.
- The intensity and scope can either be pre-arranged on a regular monthly basis for a certain period of time, or agreed on a needs basis.
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Business Facilitating

- More intensive regular support provided to individuals and teams to ensure that client projects are planned and implemented successfully.
- Assistance given to ensure that specific company objectives are met effectively.
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Business Learning

- Specific training delivered to individuals and groups to strengthen required competencies and skills in a client's organization.
- Tailor-made programmes designed and implemented which ensure the development of individuals and groups in support of meeting company goals.
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Interim Management

- Specific support provided to teams, departments or business units for a certain period of time.
- Assistance given on a part-time or full-time basis to ensure that client projects are planned and implemented successfully, or to ensure that specific company objectives are met effectively.
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Benefits

- ✓ Access to external competencies
- ✓ Avoid pitfalls
- ✓ Cost effective resources that can be switched on and off

- ✓ Tailor-made solutions
- ✓ Save time
- ✓ Fosters sustained success