



COACHING for BUSINESS INNOVATION

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

Portfolio of Coaching Services



Target Group

Companies that are faced with increasingly rapid changes in their business environment and want to capitalize on innovation opportunities by strengthening their innovation potential and increasing their innovation quota.

Objectives

- All major areas of the organization (i.e. people, structures, processes and systems) are aligned and contribute in a coordinated way to the overall profitability, stability, innovation power and growth of the business.
- The organization has sufficient competencies and resources in place to successfully and effectively continue the strengthening and growing of its business.
- An idea generating, knowledge sharing and learning platform has been established within the organization, based on a culture of ownership, where seeking innovation opportunities has taken on a momentum of its own.

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
- Identification of major knowledge erosion areas which are in direct conflict with the requirements for innovation
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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