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Coaching in the workplace

Why have coaching?

In today's fast moving business environment there is a strong case now for coaching to be made available to *all* employees. Everyone needs a critical friend at work to support their own growth. Organisations which recognise the importance of this kind of investment will increasingly be seen as the kind of employers people want to work for.

Bill Lucas, Chief Executive, Campaign for Learning

Coaching is a very cost-effective way of improving staff performance and the results of this research clearly show that people value this type of support. Research confirms the benefits of making coaching as widely available as possible.

Dave Schofield, Centre for Leadership, Lloyds TSB

What is coaching?

Coaching is a future-focused practice to workforce development. It involves a coach supporting people to develop greater self-awareness, to improve their skills and take on new responsibilities. Coaching is also used to support individuals and groups to help identify personal and/or business goals and develop strategies, relationships and action plans to achieve those goals.

How does coaching work?

My coaching style is person centred, meaning that the focus during coaching is all about the individual/group and what they want to achieve. Sessions are structured to help individuals to learn to look at things from different angles and may use inquiry, reflection, exercises and discussion to support an increase in satisfaction and greater clarity, empowering them to take steps to move from where they are to where you want to be.

Benefits of coaching

Benefits are seen both by the individuals receiving the coaching and by the organisation.

- Improve productivity, quality, and customer service
- Improve managerial and interpersonal skills
- Learn how to identify and act on development needs
- Demonstrate to employees that an organisation is committed to developing its staff and helping them improve their skills
- Supporting employees' obligations to their home lives so that they are productive and effective while they are at work.
- Have greater self-awareness and confidence
- Become more effective and have a positive impact on performance
- Support employees who've been promoted to cope with new responsibilities
- Develop greater adaptability to change
- Improve work–life balance
- Reduce stress levels

By improving the performance of individuals, coaching should enable the organisation to achieve superior performance in terms of labour productivity, cost-effective investment in HR, quality, innovation and customer satisfaction.

To find out more about how coaching can help you or your business contact me at info@johndytre.com or visit my website www.johndyter.com.