



Info Sheet Coaching & Mentoring

In a world of ever-changing business drivers it is important for organisations to keep senior managers abreast of the factors, techniques and technologies that are affecting them directly. Continuing performance skills are needed to enhance their ability to react and to make the right decisions that support the growth of a business.

Coaching & mentoring are extremely valuable tools for ensuring these skills are recognised and assimilated. They help your managers to stay directed, (without career ambiguity), keeping them motivated, feeling valued and focussed on performance.

How **HR Advantage** can help...

At HR Advantage, we provide comprehensive, executive coaching & mentoring solutions. These are suitably tailored for any business, from SME's right up to corporate management teams. Our solutions can be delivered in short, effective bursts (e.g. for a merger or acquisition) or as a longer term monthly engagement.

Features

- We arrange an exploratory meeting to establish your organisational performance and the managers who would most benefit.
- All our coaching & mentoring is conducted on a one-to-one basis.
- We are not methodology bound, but instead deliver the guidance that best strengthens the individual.
- We encourage and deliver regular 360 degree feedback results to measure and increase effectiveness.
- We focus on opening horizons through reflection, peer discussion and recommended study/reading.
- We include technical/commercial cross-over and interpersonal relations connected to your desired direction for the business.

Benefits

- You retain and develop powerful leaders, avoiding unnecessary recruitment costs and talent shortages.
- You retain and enhance your organisational knowledge and culture.
- You create an improved spirit and a corporate desire for "solutions not problems".
- A greater capacity for innovation and leadership is generated.
- The capability for strategic thinking is enlarged.
- Your organisation becomes more effective at dealing with and generating positive change.

For further information on this topic or any of our other services please contact us by telephone on **+44 (0) 1494 451681** or via email at contact@hradvantage.co.uk