

Coaching

BUSINESS IMPROVEMENT

Leadership Development

Coaching is a collaborative, interactive process that inspires individuals to maximise their personal and professional potential with a focus on achieving enhanced results. It assists people to set better goals, take more action, make better decisions, and more fully use their natural strengths. The coaching relationship is a strong, resilient, objective and safe vehicle in which change and growth can take place. The objective of Thinkahead's Coaching and Development Program is to provide one-to-one, goal-directed coaching to assist individuals with current identified development needs and future development needs.

Thinkahead uses collaborative, solution focused, results orientated and systemic processes which facilitate the enhancement of the individual's performance, work/life experiences, self directed learning and personal growth. Our Coaching Program is all about transforming self-knowledge and insight into action.

Coaching may be provided in the following areas:

- **Skills based** – focused on the development of task knowledge e.g. performance management, reducing conflict, strategic thinking, cultivating productive working relationships, communication.
- **Performance based** – focused on business performance e.g. increasing productivity, achieving results, business process refinement.
- **Development based** – focused on interpersonal behaviours e.g. strengthening leadership qualities, becoming more decisive, communicating with influence.

The coaching process aligns goals to the person's role and capabilities statements which may for example focus on the following areas:

- Strategic thinking
- Achieves results
- Productive working relationships
- Personal drive and integrity
- Communicates with influence

Thinkahead has developed a coaching process which provides **screening, needs analysis, personal development and work-culture enhancement.**



THINKAHEAD

We Specialise in

PSYCHOLOGICAL
SERVICES

CORPORATE
TRAINING

LEADERSHIP
DEVELOPMENT &
COACHING

PERFORMANCE
& WELLBEING
PROGRAMS

CULTURE
ENHANCEMENT

CONSULTING
SERVICES



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“**Tanja Limnios is one of those rare individuals who gains trust very quickly. She is an expert at exploring team dynamics and is practical in helping you develop strategies which can improve team culture and performance. Tanja’s breadth of experience and skill in coaching, team development and cultural change is exceptional.**”

General Manager
Marketing
AON



CONTACT US TODAY

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THINKAHEAD®

WHY IS IT EFFECTIVE?

Thinkahead’s Coaching and Development Program is effective because each program is specifically designed to meet individual and organisational goals. To achieve organisational goals for the program, Thinkahead intentionally uses a collaborative and flexible process for selecting the specific components and processes to be used in the program. This ensures that the program is timely, relevant and effective. The program is context responsive and results driven.

The Coaching and Development Program provides participants with the opportunity to apply their problem solving and decision-making skills to effectively enhance their personal wellbeing, work performance, professional skill set and ability to facilitate organisational change. When relevant, participants have the option to strategically include others in the process, depending on the program focus and agreed program outcomes. All related assessments and consulting sessions are confidential.

Thinkahead’s Coaching and Development Program is effective as it incorporates a six step model:

- 1: Confirming Corporate Expectations
- 2: Individual Needs Analysis and Psychological Assessment
- 3: Feedback and Goal Setting
- 4: Development of Action Plan & Strategic Interventions
- 5: Coaching and Implementation
- 6: Monitor, Review and Evaluation

WHAT ARE THE BENEFITS ?

Individual Benefits:

- Boost performance and work effectiveness
- Accelerates transfer of learning to the workplace
- Gain a better understanding of self and others
- Accelerate personal and professional development

Workplace Benefits:

- Productivity increases
- Foster innovation and improvement in the workplace
- Improve morale and productivity
- Enhance solution focused thinking
- Support a constructive corporate culture

OUR TEAM

All coaches are registered Psychologists with extensive and relevant experience in personal development and performance enhancement. They not only have a sound understanding of themselves and others, effective interpersonal and communication skills but are also business and professionally savvy. Contact us today to find out how we can add value to you, your team and organisation.



improving your business
improving your people