

Are you prepared for the times ahead?

We have reactions to difficult times. It's hardwired deep into our system. In times of stress, we react in two ways.

We freeze or we flee.

In an organization, that looks like stopping, putting as much as possible on hold, and waiting and hoping that someone will tell us what to do. It looks like denial, working harder, faster and more urgently - as if busy-ness was a solution.

Keeping your head down and working harder won't do it

Now more than ever, managers in your organization are responsible for keeping those around them focused on what matters, resilient to what comes, confident and able to handle the future and performing at their very best.

The Coaching for Great Work program increases the capacity of managers and leaders to bring greater focus, courage and impact to the work they do. It allows them to:

- Create the time and space to focus on what is most important, so that being busy isn't confused with having an impact
- Get clearer on the real challenges, so they don't waste time working on the wrong issues
- Generate a wider range options, so they have richer choices about what to do
- Build the right type of relationships with the right people at the right time, rather than being hampered by silos and hierarchy
- Have the right people working on the right tasks, so that people were doing their best possible work

The resistance to change

Coaching for Great Work is built around the realities of business and around the four critical points of resistance that stop managers and leaders fully incorporating coaching into their leadership toolkit.

1. "It's not relevant to my business goals"

Coaching for Great Work makes strong connections to business and personal goals

2. "I don't have the skills"

Coaching for Great Work focuses on three simple, powerful and flexible processes that transcend personal skills

3. "I don't have time"

Coaching for Great Work teaches that a coaching moment can (and should) take less than ten minutes.

4. "I can't remember what I learned"

Coaching for Great Work provides comprehensive post-workshop follow up, to ensure the best chance of learning and implementing new skills

Is Coaching for Great Work a good fit for you?

Coaching for Great Work has been run with blue-chip clients in North America, Europe, Australia and Asia, including British Gas, Gartner, GlaxoSmithKline and Nestle.

It has been tailored to address specific organizational challenges, such as:

Sales managers and leaders increasing retention of front-line sales staff

Senior consultants driving forward key client engagement, satisfaction and retention

Non-profit managers enhancing organizational resilience during a significant change program

“This course is at the cutting edge of coaching methodology. Box of Crayons has simplified the complex aspects of coaching to provide tools that managers can use to stimulate development instantaneously.”

Mark Peters, Head of Training, Nestle Canada

“I was concerned that we could not deliver coaching skills training to our group effectively. We have a truly global group and a very senior group, many of whom have held C-level positions in major corporations. They are analytical and critical by nature and training. And finally they had been subjected to less than optimal professional development opportunities in the past, to say the least. What Michael delivered not only turned their skepticism into enthusiasm but I heard back from participants almost immediately that they were using what they learned and, most importantly, that it was working for them and making a difference.”

Michael J. Leckie, VP HR, Gartner Inc.

Praise for
COACHING FOR
great
WORK

“GSK has been using coaching as a managerial tool for some time already, but Michael introduced it as a concept that is easy to understand, easy to use and achieve a great result in terms of motivation. I believe everybody sometimes struggles with the idea that coaching is a time consuming thing. We had the opportunity to experience, that a couple of minutes will do - if one learns how to use them efficiently. Understanding the difference between good work and great work, practical steps to learn how to change their proportion in our daily lives - those were excellent outcomes for all of us. The most frequent feedback I heard after the workshop was ‘the best workshop I have ever participated in.’”

Ludmila Schaferová, HR Director, GlaxoSmithKline