

Coaching for Performance.....



Making sure that people have the skills and abilities to do their jobs well is a key task for managers, supervisors and team leaders.

Are you getting the best performance from your people and are they enjoying their job?

Did you know that according to the CIPD survey on labour turnover in 2007 ...

- the average cost of filling a vacancy per employee is £4,667 increasing to £5,800 when organisations are also calculating the associated labour turnover costs.
- 86% experience recruitment difficulties with lack of specialist skills in candidates being attributed to 70% of the difficulties experienced.
- Those reasons cited for leaving; Promotion outside the organisation 45% and lack of career development opportunities 33%.
- 70% of respondents from the survey indicated that staff turnover within their organisation had a negative effect on the performance of their organisation

.....perhaps not surprising!

Source: www.cipd.co.uk – Chartered Institute of Personnel & Development.

Some of the measures to improve retention can include:

- Offering training and development opportunities to expand the skill set of your people.
- Opportunities for promotion and additional responsibilities with increased variety of

All too often we spend vast sums of money and time in recruitment and selection, but often the people we have recruited, who seemed ideal for the position, just don't seem to be performing.

One of the most common reasons for new recruits not performing well is that they haven't been introduced to the job, their tasks, and their responsibilities in the right way.

How many times have you taken up a new position within a company and been shown the desk the phone and computer...and left to get on with it?

Organisations are becoming more effective in introducing people to the culture and the organisation through the induction process but unfortunately in some organisations the "induction" stops there.

How much more effective might your recruits be if they had a structured induction to the job itself?

Coaching for Performance is all about developing your own Coaching Champions. Those people who can take a new recruit and help them through the first three months of their job to make sure they know

work, autonomy, secondments, etc.

- Re-designing jobs to be more satisfying and more involvement in the process of re-design.
- Offering to develop their coaching skills to improve the performance of others...together with a recognised coaching qualification.

Would a qualification in coaching, or training and development help you to develop your key people and at the same time develop others to improve their performance?

We can offer a recognised qualification through the Institute of Leadership and Management.

exactly what their key tasks and responsibilities are and thereby help them to be productive quicker, make less errors, and enjoy the challenge of learning new processes, skills and a positive and proactive approach.

Don't forget that developing key people as Coaching Champions also helps with a programme of continuous development or when introducing changes to working practices, processes or procedures, as well as "top-up" training for those who need additional coaching from time to time.

If you would like to know more about Coaching for Performance – we can discuss your specific requirements ...we are just an email away.....