

LEARNING GROUP COACHING

CONTEXT - THE WHY?

Research is showing that some organisational issues that are currently being dealt with through one on one coaching for managers would be more appropriately addressed through group learning. Further, group learning is being found to provide the kind of learning outcomes that strengthen and enhance both the team's and their organisation's success.

PURPOSE - THE WHAT?

Learning Group Coaching provides participants with regular time out to focus on how to improve their personal and team effectiveness.

TARGET - THE WHO?

Learning groups are a valuable support and development forum for management teams and special interest groups such as cross functional teams, project teams and high potential women.

METHODOLOGY - THE HOW?

A Learning Group Coach invites participants to articulate their vision and share their concerns. Group members learn to use **dialogue** and **skilful discussion** to reflect on their insights and explore their options for action. Sessions are held monthly for 2 hours for a minimum of 6 sessions.

Note: One on one Leadership Coaching sessions are available for issues that are too personal for participants to share in a group.

THE VALUE TO INDIVIDUALS?

Clients tell us they achieve:

- **Clarity:**
 - of career direction,
 - on issues and challenges.
- **Insights:**
 - from increased awareness of self and others,
 - through confidence building, feedback, and support.
- **Solutions:**
 - from ideas and information,
 - through the development of emotional intelligence,
 - by determining priorities, developing plans and committing to action.

THE VALUE TO ORGANISATIONS?

- **More functional teams:**

Group members learn how to progress their team in times of conflict, avoidance and blame.
- **More creative outcomes:**

Group members learn to make more creative decisions with increased 'buy in'.
- **Tapping of individual diversity:**

Greater self-insight not only enhances personal effectiveness, it also enables the organisation to maximise peoples' unique differences.

A TESTIMONIAL

Being part of an AnD learning group had a huge impact on my professional and personal development.
Katie Spearritt – Hewlett Packard

ABOUT AND CONSULTING

AnD Consulting is in business to support leaders through our coaching services of Leadership, Vision, Learning Group and Entrepreneur Coaching. Our services are available in Adelaide, Melbourne, Canberra, Sydney and Brisbane and as a Learning Retreat in the hills inland from Byron Bay.

Our coaches bring a breadth of business and human experience to our coaching methodologies. Kate Ramsay, our Managing Director, has had over 12,000 hours of coaching experience.

AND CONSULTING

PO BOX 74 FEDERAL NSW 2480

PHONE: 02 6684 9362

FAX: 02 6684 9112

MOBILE: 0418 164 260

EMAIL: kate@andconsulting.org