

“Collaborative solutions work best”

**Professional Solutions
by
Coaching/Mentoring**

How is different from consultancy?

It is:

- | Personal learning retention
- | Learning of new and better ways of being and working
- | Total focussed on the implementing manager/team
- | Less time and cost for greater benefit
- | Where individuals can afterwards "do it themselves", continually

It is:

Support and guidance in "working through" problems using a friendly supportive challenging helper who is "totally on your side" to see you succeed now and in the future

It is not:

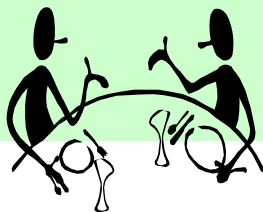
- | Traditional consultancy involving externally centred formalised studies, analysis, reports and recommendations



How is different from consultancy?

Points about consultants:

- | Consultant companies have “brand creditability”
- | Are useful for advise
- | Should give added value



Collaborative solutions:

- | Creditability also with the individuals who have to “do”
- | Useful for advise and implementation
- | Gives greater added value, is cheaper with more long term benefits

There is: “No walking away, leaving the client to read the report”

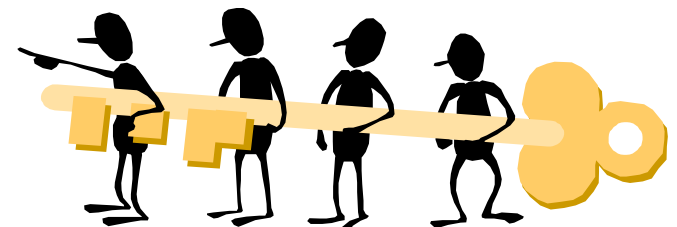


What are the benefits?

In two areas : For organisations and for the individuals in those organisations

- | Develops personal learning and reflective skills
- | Develops personal and professional knowledge
- | Learning to take risks in a supportive environment
- | Gives the positive change being looked for
- | Develops autonomy and confidence
- | Facilitates people improvement/development
- | Supporting people to bring about change

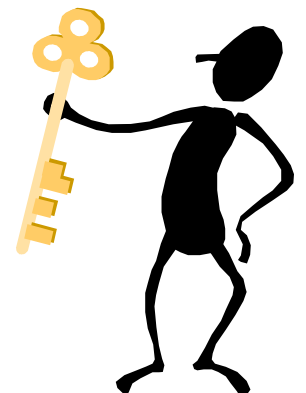
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What are the benefits?

- | Enabling learning to be applied continually in the future
- | New and better ways of doing and working
- | Improves business results
- | Increases performance (from quality and productivity gains)
- | Increases competitive advantage (as learning to learn is a key competitive skill)
- | Increases knowledge (as brain power is released for higher performance)

“Doing it different-better-more successfully”



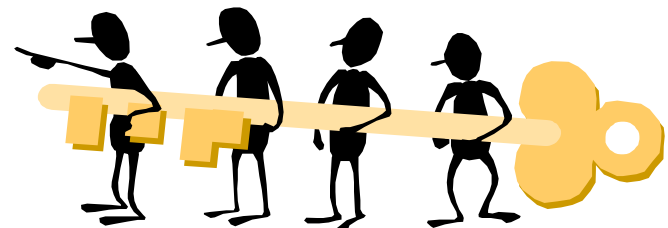
How differs from consultancy?

“Doing it different-better-more successfully”

A summary:

- | More learning
- | Immediate benefit
- | More long term benefit
- | Should be cheaper
- | Better value

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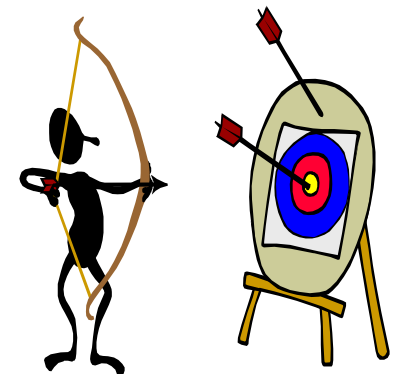
How does it work?

Process includes:

- | Overcoming problems with a professional advisor/expert helper, who has no hidden agenda/internal politics
- | Personalised 1/1 training/facilitation of change
- | Discussions/ reviews
- | Action planning

Role includes:

- | Challenging
- | "Devils advocate"
- | Positive criticism
- | Advising
- | Motivating
- | Facilitating
- | Being a friend and a "sage"
- | Guiding...etc



How does it work?

No two assignments are the same but the following is a guide:

- | Where are now?
- | Where do we want to be?
- | What options are there to get there?
- | How can these be prioritised?
- | How do we do it?

- | What internal support is needed?
- | Doing it.....
- | Reflecting/ What is the feeling about it?
- | Reporting/discussions
- | What was learnt?
- | How will we do it differently next time?



What next?

- | Initial meeting with the “sponsor” to discuss to establish what the objectives are
- | An initial meeting with the “learner” to check for “fit” and to explore their objectives
- | Second meeting to learn more about the situation and to conform objectives. At this stage the programme is running and the fee is due
- | Regular meetings take place to progress towards objectives, measure, celebrate success and to work out ways round any new appearing obstacles



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The “End” but.. to make it
“Start”.....please contact:
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