

## **CMF Consultancy Services Ltd**

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*Working together to point you in the right direction*

### **Business Coaching - Increasing Management Effectiveness**

More and more often Directors and Senior Managers are questioning themselves, or are being questioned, regarding their ability to operate strategically as well as operating as traditional functional heads.

There are a number of regular situations, which can, and usually do, occur with Top Teams and Senior Managers:

*Many are promoted because of their technical expertise and have had limited specific management development*

*Most can ill-afford the time to attend training courses*

*Many find the majority of development does not focus on their own Personal or Corporate issues, and is too general*

*Training courses rarely help with Career Development*

*There are insufficient opportunities to test new ideas*

Executive Coaching is a concept that is rapidly becoming the preferred training and development method of Directors and Senior managers.

Each person is allocated an individual coach whose job it is to coach and mentor the Director or Senior Manager in a variety of skills and attitudes, act as a sounding board for new ideas, concepts or career plans, and develop new thinking and learning styles.

Proven benefits include:

*Increased corporate profitability*

*Development takes place at the workplace or at a neutral venue for one half day or full day per month*

*The cost is often less than for a week long training course*

*Director/Manager time is fully utilised*

*Preferred learning styles are accommodated*

*Real work and career issues are focused on whilst acting as a sounding board*

Key Topics include:

*Career Management, including Behavioural Analysis*

*Performance Management*

*Balancing the Management Dilemma*

*Interpersonal Skills*

*Leadership*

*Influencing*

*Networking*

*Performance Coaching*

*Competence Assessment*

*Strategic Thinking*

Make the correct management decision now, and arrange with CMF for a no obligation discussion as to how this concept can add value and benefit to both you and your company.