

HOW YOUR MANAGERS CAN BECOME EFFECTIVE LEADERS



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www.pharosperformance.co.uk



“
Companies that invest in external executive coaching show improvements in productivity, quality, organisational strength, customer service, shareholder value, retention of key talent and reduced customer complaints. Average Return on Investment is almost 6 times cost.
”

(Source: Manchester Inc).

Managers often tell us that they have achieved their position with little or no formal management training. Their role is often to ensure efficiency and help reinforce the company vision with their teams, but how can this be achieved? Pharos coaching harnesses the talent in your managers, so they become more inspiring, motivated and skilled at translating company strategies into organisational efficiencies.

WHY COACHING?

One-to-one coaching is a powerful developmental tool that enables lasting change. It maximises management capability in an ever-changing business environment. These days, it is increasingly common for successful businesses to use external coaches for talent management, team building, operational efficiency improvement and succession planning.

Let us lead your senior managers through a structured coaching programme with immediate and long-term benefits and proven results...the Pharos Effective Management Programme.



Q&A

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➔ WHAT'S IN IT FOR THE BUSINESS?

- Reduced risk, fewer crises, less fire-fighting
- Managers who accurately translate the vision into action
- A happier workforce with better retention and fewer absences and grievances
- Future-focused innovation and feedback
- Increased challenging of status quo to drive the business forward

➔ WHAT'S IN IT FOR OUR MANAGERS?

- Feeling empowered, valued, confident and skilled to lead their teams
- Increased status and respect, with their innovative ideas accepted and implemented
- Effective communication up and down the chain of command
- Confidence to focus on what is important, rather than only what is urgent
- Improved time management and prioritisation leading to reduced personal stress levels

➔ WHY SHOULD WE CHOOSE PHAROS?

Pharos coaches use a tried-and-tested methodology to achieve results, employing established diagnostic models, tailored to meet your particular challenges and individual needs.

Pharos coaching programmes are run by qualified coaches who have substantial organisational experience and track records as successful business leaders. We have already helped a diverse range of managers to optimise their performance and realise their business and personal ambitions.

➔ HOW DOES THE PHAROS EFFECTIVE MANAGEMENT PROGRAMME WORK?

The programme comprises SIX personalised one-to-one three-hour sessions of coaching, spread over a four-month period. It includes a sensitively conducted 360-degree review to better understand how your managers are perceived by those around them. The goals of the programmes will be directly related to the managers' work objectives, geared to meet the specific challenges of their role and focused on the areas identified in their appraisals and personal development plans.

By the end of the programme, your senior managers will have a solid grounding in leadership with tools they can use repeatedly as their career develops.

This modular programme can be extended as the manager's career progresses. Coaching is timed around workload and delivered at their place of work to minimise time away.

➔ HOW DO YOU SUPPORT YOUR CLAIMS?"

Our precise methodology produces measurable and sustainable improvements in organisational performance. We are driven by results and can demonstrate success in hundreds of cases.

ASK TO SEE OUR CASE STUDIES AND TESTIMONIALS FOR EVIDENCE OF THE POSITIVE BENEFITS WE CAN BRING

Contact us today to develop the future leaders in your organisation
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