



improve performance
time and time again

define

assess

develop

manage

your leadership talent

coaching.

as part of OIM's integrated leadership talent offering

The benefits of coaching to develop personal effectiveness and enhance overall work performance are widely recognised.

OIM's coaching solutions offer lateral thinking techniques within a wide framework of coaching methods and tools to improve individual effectiveness.

They address a spectrum of competencies, including communication and interpersonal skills, management performance, conflict resolution, self-confidence, decision making, problem solving, attitudes and preparation for a new role.





**OIM also offers coaching
in operational effectiveness
and team engagement
(INVOCOMS®)**

OUR OFFERING

OIM offers coaching solutions in the following vital development paths:

> Career-transitioning coaching

People often find it challenging when transitioning from one job level to another, where they are expected to display higher skills levels and to manage the delegation of duties for which they used to be responsible.

They are often overwhelmed by their new responsibilities, may question the career choice they

made, feel unfulfilled in their new position and have no idea how to deal with it constructively. OIM's coaching supports them through this challenging, yet vital process, and helps them to operate more effectively at their new job level.

> Performance improvement coaching

When problems arise in a certain development area, a person's lack of success in a role can hamper

business performance. OIM employs performance coaching as a focused intervention that equips people with the skills to overcome these problems and excel in all development areas.

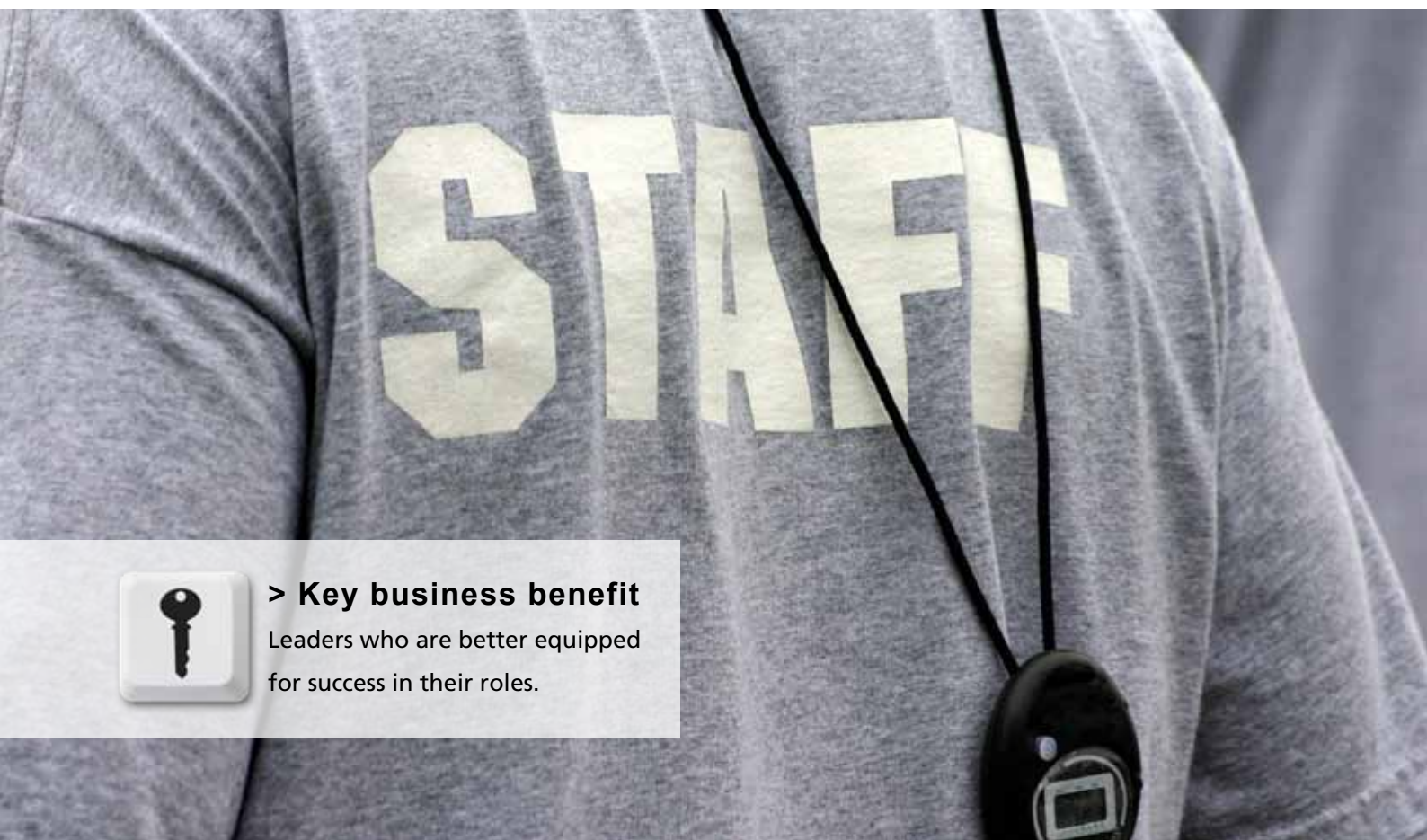
> Leadership coaching

Leadership coaching targets the specific objectives and challenges facing leaders and provides support to develop the skills they require.



> Key business benefit

Leaders who are better equipped for success in their roles.





SOLUTION OVERVIEW

> Blended-learning approach

Depending on the person's needs, OIM's experienced coaches deploy a range of coaching methods and tools to improve personal effectiveness, including:

- Cognitive behavioural techniques, such as neurolinguistics.
- Psychodynamics, such as the Tavistock model.
- Various assessment instruments to inform the coaching process, such as personality and career path appreciation.

> Format and packages

- All interventions are customised according to the person's development needs.
- Several coaching packages are available to cater for different requirements.
- The average intervention provides for 10 contact sessions over a six-month period.
- Contact sessions include one-on-one meetings as well as telephonic and electronic communication.



THE OIM DIFFERENCE

- OIM's coaching team comprises registered industrial psychologists and organisational development practitioners with experience in talent management, team dynamics and leadership development.
- They have successfully run coaching interventions at executive, middle management, first-line leadership and team levels in sectors such as finance, retail and manufacturing.
- OIM's coaches are trained in a wide range of leading coaching methodologies and are affiliated to the professional body, Coaches and Mentors of South Africa (Comensa).

