



# Coaching Services

## Coaching

### **Individual and small-group coaching**

Coaching helps leaders understand what might impede their performance or prevent them from achieving their goals. We help leaders set and achieve goals that will boost their performance.

Not only do productivity and morale increase through coaching, but individuals also leave with a renewed belief in themselves, a clearer understanding of the obstacles they face, and a plan for reaching their goals.

### **How does individual coaching work?**

Coaching can be understood as a guided conversation between two individuals. The coach is trained to ask relevant questions at appropriate moments and serves as a thinking partner for the coachee.

We recommend an initial free 15-minute consultation between the coach and the coachee to ensure mutual alignment and the foundation for a productive coaching partnership.

### **How does group coaching work?**

Group coaching is also a guided conversation with a coach. In this instance, the conversation is between group members and the coach.

Group coaching is ideal for peer-to-peer learning among leaders from the same organisation or teams within the same organisation. Through consensus, the group decides on the area to be explored, with the coach expertly facilitating the discussion.

Group coaching is a cost-effective way to support leaders who value learning from others and enriching their relationships.



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## Why People-Smart

### **The human side of leadership**

At People Smart, outstanding leadership starts with people and the transformative power of human connection.

Our mission is to empower leaders to create healthy and productive workplaces through exceptional people skills.

### **Our approach**

At the heart of our approach lies a unique methodology that integrates proven strategies and models with practical tools. We ignite profound and lasting change by tapping into the leader's inner wisdom, revealing hidden strengths and opportunities to drive their growth.

We inspire and support leaders to tackle challenges such as:

- Leading teams courageously in a climate of change and uncertainty.
- Supporting mental wellbeing at work.
- Promoting inclusion across the generations in the workplace.

### **Why work with us**

We know that leading people is both a privilege and a challenge. Our firsthand experience with team leadership allows us to understand these challenges deeply. We leverage our leadership expertise and facilitation skills to create memorable learning experiences that have a lasting impact.

Our team develops award-winning solutions that transform how individuals lead within their organisations. We are passionate about learning, leadership, and facilitation, bringing this enthusiasm to every program and service we deliver.

**Practical outcomes. Real-world experience. Tailored solutions**

**Empower your leaders to grow with People Smart.**