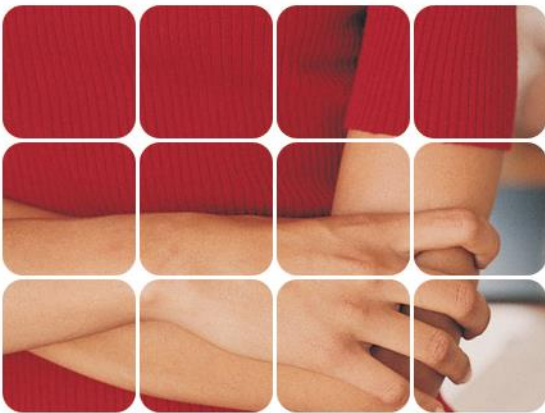


***Seltics HR Management & Development***

***...partner in people and organisation change***



**Life Coaching**

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## ***Coaching Solutions***



**Executive Coaching**



**Performance Coaching**

## Coaching

**Coaching** is used by a majority of organisations, services, teams and individuals, and it is part of the wider education, learning and development portfolio.

Coaching is an activity where an individual meets with a coach on a one-to-one basis to work on a range of work-related, business or life issues.

The Industrial Society defines coaching as, 'The art of facilitating the enhanced performance, learning and development of others.'

It takes the form of a personal, usually one-to-one, on-the-job approach to helping people develop their skills and levels of competence.

Coaching is generally regarded as an incredibly useful intervention. It is a very tailored and personalised intervention and is valued highly for those qualities by coachees, line managers and education, learning and development professionals.

At Seltics we apply the **GROW** model, which enable each individual to identify solutions and improve performance.

In the coaching session, the GROW model is the framework used by Seltics coaches. GROW model is a common framework in coaching and stands for:

**'G'** – the goal of the coaching session, and it aids the coachee to define a meaningful future objective.

**'R'** – the reality of the current situation, and it is a process of eliciting a full description of current issues.

**'O'** – the options and choices available to enable the coachee to identify solutions and possible actions.

**'W'** – the wrap up, which is when specific steps and action plan are identified and agreed.

Seltics consultants provide coaching to:

- Senior Executives, Chief Officers, Executive and Non-Executive Directors, Trustees, and Board members
- Senior, Divisional and Middle Managers
- Operations and Frontline Managers
- Project Leaders and Managers
- Officers, practitioners and staff
- Business owners and self-employed

A range of people has gained immensely from coaching sessions with our trained coaches.

"The greater danger for most of us is not that our aim is too high and we miss it, but that it is too low and we reach it." – Michelangelo

*... partner in people and organisation change*

## Seltics HR Management & Development

Seltics' **vision** is to partner with clients to improve service and performance.

Our **mission** is to provide cost-effective, customer-driven reliable services, products and solutions to support people and organisation performance.

Our **consultants** are very experienced, professionally qualified, with sound insight into business challenges and skills needs.

Seltics believe in lifelong learning and encourage our clients to adopt learning organisation practice to achieve long-term results. We subscribe to this statement by Charles Handy that, "I am more and more sure that those who are in love with learning are in love with life. For them change is never a problem, never a threat, just another exciting opportunity", "The Age of Unreason" 1990.

### Contact us now

Seltics is a leading provider of:

- HR and OD solutions e.g. bespoke to individual, team, group, or corporate needs and plans
- Consulting solutions e.g. strategies, projects, training/learning and development planning, and programmes including interim assignments

Seltics has great expertise in:

- **Organisational Development** including strategy development, change management, culture change programmes, business planning, succession planning and talent management, business process re-engineering, service re-design, and projects.
- **Human Resource Management** including workforce planning and analysis, developing strategy, policy development, projects and programmes.
- **Human Capital Development** including policy development, training and learning systems, e-learning, training process, projects and programmes.
- **Leadership and management development** including performance coaching, facilitation, mentoring, team development, projects and programmes.
- **Diversity and equality** including policy development, specific projects and training.

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