

It is three and a half years since I made the decision to be mistress of my own destiny and become self-employed as a freelance trainer and business coach. I thought it was time to update my image by having a new logo and have used this opportunity of sharing this with you along with my greetings for the coming Christmas and New Year festivities.



My thanks go to all of those people and businesses who have supported me throughout the year and have provided the opportunity for me to work with them, for them and as part of 'teams' delivering services to their clients on a range of interesting and challenging projects - it gives me the luxury of 'being part of something bigger' whilst retaining my preferred status, freedom and choices as an independent, doing the kind of work I love to do.

*Merry Christmas
Gill*

Through these relationships I can be involved in, and manage much bigger projects and this newsletter provides an overview of some of the projects I have been involved in this past year.



leadership & management development



A fabulous opportunity to develop 40 plus managers in a charitable status organisation by delivering a programme of development, and in accordance with National Vocational Qualifications, Management Charter Initiative at levels 3,4,5. In partnership with an Associate of long standing, we launched this local programme on the 2/9/05 with the new standards that were 'hot off the press' on the 1/9/05



bespoke in-company projects

Some interesting one-off projects of various timescales include:

- **facilitating** a leadership and management competency application tool in a service / construction industry for profiling roles showing key competencies and associated behaviours that the company's high performers would need to have / display.
- **recruitment** of key managers in a training and development organisation.
- **marketing** and sales for new business and implementing a sales process to hand over to a member of staff to continue with.
- **implementing** performance management and appraisal systems including creating documentation and training appraisors and appraisees regarding process and skills development.

executive coaching

Busy executives / managers at all levels really appreciate the benefits of one-to-one support focussed on their role, their organisation and the practical support one-to-one coaching brings.

Time is a precious resource in all organisations whether they are service, manufacturing, public, private sector, small / medium / large enterprises and one-to-one support can be, and has proven to be an ideal training and development vehicle for many people.

life coaching & design your life workshops

Life Coaching continues to be a high growth area with people who are at some stage of transition, and / or struggling with work- life balance issues, reaching out for support and to help the individual clarify the direction of their life. From this support the individual creates an action plan. Just as people reach out for fitness and diet coaches and management development / business coaching..... life coaching is viewed as a pragmatic approach to self-development for the individual, taking consideration of the impact in all areas of their life.

Assessment of management competence / director development

As part of a team of facilitators a two day process for assessing the competence of managers against a competency based assessment tool to assess not just the competency of tasks, it also includes the preferred styles of leadership, communication and personal traits of the individual. The two day process offers participants the opportunity to benchmark themselves against information from over 60k managers in relation to their skill sets etc. From this process participants receive feedback in the form of a profile, help with the interpretation of this and the development of a personal training and development plan.

