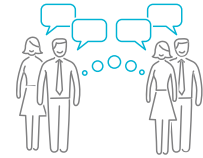


# ORGANISATIONAL COACHING

*Transform your organisation, from culture to behaviors*



## FOR WHAT PURPOSE?

This coaching deals with steering leaders towards greater coherence and alignment with their missions and different components, for instance in the case of reorganisation projects, mergers, and transformational projects for organisational culture.

## WHO IS IT FOR?

This practice implies being able to work on four levels:

- › accompanying leaders
- › transforming managerial teams
- › modifying organisational practices
- › measuring impacts on the financial and operational results

The practice can be complemented with a consulting mission for strategy and process.

## HOW DOES IT WORK?

- **Build a diagnosis and scenarios** for intervention by integrating political dimensions and power struggles, ontological dimensions for groups, gregarious phenomena and resistance, organisational culture, globalization and so on
- **Elaborate** a coaching strategy and submit it to the client
- **Define** performance indicators carefully
- **Support** the collective performance through the choice of strategy, pertinent tools, and the means to mobilise internal and external resources
- **Enhance** organisational coaching with specific topics if necessary
- **Deploy** long-term action plans
- **Measure** the results

## WHAT IS ORGANISATIONAL COACHING?

Organisational coaching plays a specific role in supporting change and allows organisations to find their own resources and solutions to the questions and issues they face.