



Hesseling & Partners

Management, Organization, Training, and Coaching



Management Coaching for Business Owners 2020

When your organization grows you need to grow

Managing a company and managing employees can be very challenging. You have to wear different caps all the time and make decisions about a range of subjects. Without any formal training or support, it can be exhausting trying to do the right thing. Following the trial and error approach, you will gain more experience, but that can be strenuous, very costly and no fun at all.

When your organization grows, your challenges will grow too. To respond to these challenges successfully, you need to develop yourself.

You need to create a good work/life balance, be in top shape to be able to address the different challenges adequately. Being exhausted is a very inefficient, and costly way of running a company. It will severely strain the working, and customer relations, increase mistakes made, limit your creative solutions, threaten your physical health, and lust for life and the financial health of your company. I can coach you in finding that balance.

You need to be aware of your mindsets and those of your employees. You need to be able to detect, and handle mindsets, and weed out the limiting ones, learn how to replace them with positive ones that will foster development, growth, and output.

Every staff member will bring his/her talents and challenges to the table. You will need to **develop your Coaching skills** and hone them to create the best alignment of their personalities and input to your

companies outcome. We will help you to find an effective solution to various kinds of difficult employee situations and help you mold your employees into a well-performing team.

We will help you to **develop a clear set of company values that will guide you** and your employees as a **compass** and foster customer relationships. It will help you to build a strong foundation for your company, so you can expand successfully without weakening your structure.

Designed to **maximize your overall performance** as an **owner/manager of your company**, this Management Coaching Curriculum will boost your Management Skills and provide a versatile toolkit to adequately handle an array of company development issues.

You will become a stronger Manager by expanding your management knowledge. You will hone your communication skills by influencing others more positively, building a stronger bond with your clients and employees thus adding more value to your organization.

This **Management Coaching Curriculum** unfolds within a three months period. The actual Coaching starts ASAP in 2020 and will be finished within 3 months. There is a time investment of the coach for an interview, start meeting, preparation, coaching, and final evaluation. The 8 weekly Coaching sessions are 2 hours each. A half hour preparation time per meeting will be estimated. The location of the coaching can vary and is arranged in mutual agreement.

Successful completion of the Management Coaching Curriculum results in a **Certificate**, at no extra costs.

Travel expenses. We don't charge fuel costs for the consultant visiting your location, however, we need to charge travel time for the consultant when it is exceeding 2 hours per day to deliver our services.

We charge an **hourly rate** of \$ 119 + 5% GST for our **professional HR Services**.

This will bring the time investment in this Management Development Curriculum to an average of 20 hours per candidate. The amounts charged for this Curriculum are deductible as *Professional Education Costs* from taxes.

Courtenay, BC,
May 04th, 2020.

Jan Hesseling

Business Consultant – Management Coach