



WHERE ARE YOU HEADING?

Building coach-mentoring capability
Make change sustainable and ensure
your people can deliver on strategy

WE'RE HERE TO EMPOWER YOU...

All too often, organisations spend large amounts of money on coaching and mentoring without a clear understanding of the results they are looking to achieve or of how the organisation's needs are likely to evolve over time.

External coaching provides valuable support but bolstering this with in-house coach-mentoring can help leaders to get buy-in and action on larger organisational initiatives. Direct reports and team members need to have a full understanding of what change is required and how they can contribute to achieving goals. To deliver on strategy, team members need a manager who is able to effectively hold them to account through challenging yet supportive conversations.

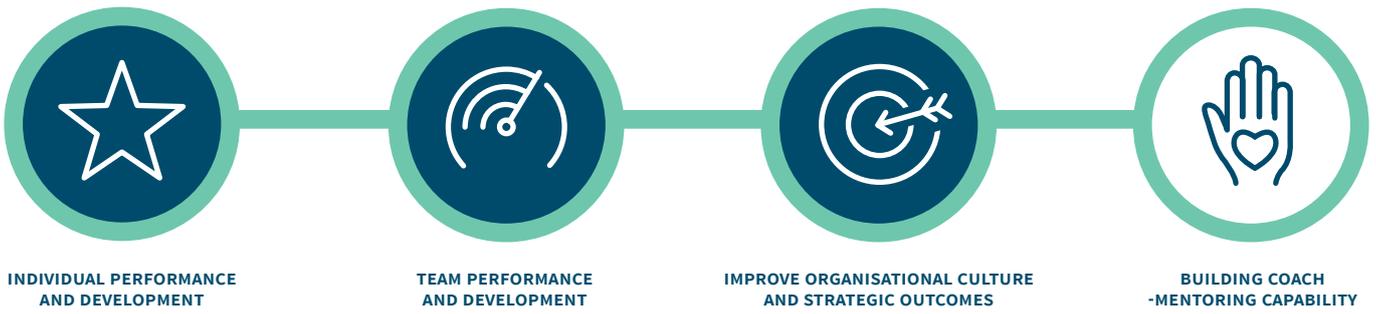
Find out whether your business could benefit from building in-house coaching and mentoring capability:

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RECOGNISING THE SIGNS

- 1 Change failing to happen, or strategy not being delivered.
- 2 Talent deficit or gap, attrition of those in mission-critical roles.
- 3 Variable degrees of engagement, accountability and empowerment amongst leaders.
- 4 Conversations and meetings that need to be turned into action.
- 5 Leaders and managers are not confident to have dynamic, challenging, supportive conversations.

WE WANT TO MAKE YOUR ORGANISATION STRONGER, MORE CAPABLE AND MORE ADAPTABLE, TO CATALYSE AND ENABLE SUSTAINABLE CHANGE.



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HOW WE HELP

Building coach-mentoring capability

Our off-the-shelf and bespoke programmes are well placed to develop the behaviours needed to make your organisation stronger, more capable and more adaptable. For organisations we provide:

- Coach & mentoring skills training
- Coaching & mentoring accredited qualifications
- Leadership development
- Coaching and mentoring supervision

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WHY COACHING AND MENTORING?

Coaching and mentoring enable individuals and teams to remedy short-term performance issues, address strategic challenges and leave the organisation stronger, more capable, and better equipped to perform for the long-term.

While other forms of workplace learning can help people acquire hard skills, changing and enhancing how people do their jobs and how they lead and relate to others requires work over time and with support. Complex, people-related problems require input from trained professionals with the value of an external perspective.

COACHING AND MENTORING AT TJX EUROPE (TK MAXX)

TJX Europe (TK Maxx in the UK) recognised an urgent need to strengthen its talent pipeline to fund continued business growth.

TJX had identified coaching as a unique development accelerator and had an aim to consistently offer executive coaching to senior leaders and key successors.

Because of the unique nature of the business, the company could not always rely on external coaches who often struggled to understand the TJX concept. The company therefore wanted to create a small cadre of internal coaches with the necessary coaching skills and attributes, together with the credibility and presence to challenge senior leaders.

The OCM Group designed a programme including components from our certificate in coach-mentoring qualification plus additional workshop days to explore areas such as executive coaching, team coaching and coaching across cultures.

All candidates completed the certificate and 70% gained a merit. TJX now has a group of coaches who make a significant difference in developing the leaders TJX needs for today and to achieve future growth.

ABOUT THE OCM GROUP

We want to make your organisation stronger, more capable and more adaptable. We achieve this by partnering with organisations to help them clarify the changes needed and creating bespoke coaching and mentoring solutions to catalyse and enable sustainable change.

The OCM Group has shaped the evolution of the coaching profession over more than 20 years. We were the first coaching and mentoring consultancy to recognise the impact that people have on the achievement of strategic business objectives. As such, our approach to consultancy is centred around helping people and teams to tackle big business issues.

OTHERS IN THE SERIES

Find out more about our full suite of coaching and mentoring services:



INDIVIDUAL PERFORMANCE AND DEVELOPMENT



TEAM PERFORMANCE AND DEVELOPMENT



IMPROVE ORGANISATIONAL CULTURE AND STRATEGIC OUTCOMES

GET IN TOUCH

If you would like more information about The OCM or how we can help you or your organisation we would love to hear from you.

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