

Coaching



The Bernard Group offers high performance THINK WORK SMART coaching sessions to executives, leaders and managers.

Who does THINK WORK SMART coaching suit?

- + Leaders wishing to expand their capacity for leading teams and managing others
- + Managers seeking to gain promotion
- + Those caught up in the vortex of 24/7 work demands and change who feel at times overwhelmed whether they will ever accomplish their goals at work

Focus

Coaching is directed at helping individuals strengthen their brain's capacity (pre-frontal cortex; amygdala regulation) for high workplace performance and wellbeing. Individuals gain greater self-awareness of their strengths as well as areas for further development.

Content

On-line or person-to-person coaching is conducted over 6 – 8 sessions. Content introduces individuals to the following:

- + Architecture of the mindset of high performance
- + Three commitment of high performers
- + Internal work performance blockers (anger, anxiety, feeling down, procrastination)
- + Tough work situations
- + The ABCs of self-management
- + Behavioural strengths
- + Enhanced work performance cycle
- + Individual action plan

A survey-based profile of individual's work performance mindset is provided.

Benefits

Helps individuals to:

- + Develop self-awareness of their mindset, areas of stress and opportunities for growth
- + Develop sense of internal self-direction and personal responsibility
- + Become aware of and overcome 'internal' work performance blockers (anger, anxiety, feeling down, procrastination)
- + Increase positivity, self-belief and optimism
- + Reduce job stress and disaffection
- + Develop/apply more effectively work skills needed to perform challenging tasks and to deal with tough situations
- + Apply an individual action plan for strengthening a High performance mindset

ROI

- + Improved productivity and profitability
- + Greater effectiveness in leading teams
- + Growth in innovation
- + Improved well-being
- + Increased empathy and customer focus

What is THINK WORK SMART Coaching?

THINK WORK SMART coaching is a type of solution-focused, cognitive-behavioural coaching that incorporates best learning and development practices drawn from the fields of positive psychology and organisational behaviour, emotional intelligence, brain science, rational effectiveness training, resilience and mindset development.

THINK WORK SMART coaching entails supporting individuals to further develop elements of their high performance mindset and applying the high performance mindset to tough situations. As part of the foundational elements of the high performance mindset and depending on the individual's profile, the focus of THINK WORK SMART coaching is on strengthening the individual's core commitments to success, others and self.

This involves the individual putting into practice different work-related beliefs (e.g. high frustration tolerance, optimism, empathy, respect, self-acceptance, authenticity) that support each of the commitments. Additionally, THINK WORK SMART coaching involves action planning of ways the individual responds to tough work situations including the identification of ways to overcome work performance blockers and the use of one or more behavioural strengths to tackle tough situations.

The flow and sequence of coaching can best be described using the four-step, **Grape Model**.

- Step 1: **G**oals
- Step 2: **R**eflection
- Step 3: **A**ction **P**lanning
- Step 4: **E**valuation

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