

## OUR COACHING SERVICES



### *Why Coaching for “People” Leaders?*

Organizations continue to experience rapid change, globalization, increasing government legislation and regulations, and work force diversity which result in a need for new ways of doing business. New ways of doing business require new ways of managing people. Effective leadership is becoming increasingly critical to redefine workplace culture, manage change, and foster environments that attract, develop and retain committed and talented employees.

### *Is Coaching for You?*

Coaching can help “leaders and developers of others” understand their strengths and opportunities for development and take action to improve their leadership skills. Our coaching services help you develop the skills and habits you need to:

- create an authentic and balanced leadership style, a style that focuses your energies on both the people *and* task side of getting the job done
- increase your own and others effectiveness and productivity
- effectively manage and lead a cross-generational workforce
- create a work environment that gets better results, builds morale, and retains talented employees

### *What is Coaching?*

Coaching is a mutually designed partnership with a primary focus on helping clients achieve goals, solve problems and make the most of themselves and their opportunities. The process of coaching helps clients identify, discover and develop their potential, both personally and professionally, in a way they may not otherwise commit to on their own.

### *How does Coaching Work?*

Coaching begins with framing our partnership, identifying specific coaching objectives and establishing appropriate metrics. It is important that we measure the ongoing effectiveness of each leadership coaching engagement. Your time is important; our role is to help you stay committed to achieve your goals, identify potential barriers and brainstorm strategies so you can maintain momentum. With each new challenge mastered, your confidence and leadership capability increases.



## **Coaching Programs**

Coaching programs are based on a monthly investment typically held over a minimum of 3 months. Because coaching is all about action and getting results, 3 months allows time for the coaching relationship to be established, reasonable goals set, and new habits implemented to experience the results you want.

The “**Executive Leader Coaching Program**” is designed for entrepreneurs and management executives. Typically these leaders are responsible for organizational outcomes and oversee management teams. This program includes:

- an intake and goal setting session
- an Everything DiSC Management Style assessment \*
- weekly 1 hour coaching sessions
- access to two spot-coaching sessions per week (phone or email)
- 50% discount on tools and templates available through Workplace Matters
- 20% discount on group training programs or meeting facilitation

The “**Team Leader Coaching Program**” is designed for managers responsible for a department or project team. Typically these leaders are responsible for translating business goals into practical actions for the teams they lead. This program includes:

- an intake and goal setting session
- an Everything DiSC Management Style assessment \*
- bi-weekly 1 hour coaching sessions
- access to four spot coaching sessions per month (phone or email)
- 30% discount on tools and templates available through Workplace Matters
- 10% discount on group training programs or meeting facilitation

The “**Emerging Leader Coaching Program**” is designed for upcoming managers, supervisors or project leaders. Typically these are individuals who have the potential and desire to be future leaders. They may not be in positions of authority, but may be responsible for getting work done through others. This program includes:

- an intake and goal setting session
- 20% discount on an Everything DiSC Management assessment \*
- bi-weekly 1 hour telephone coaching sessions
- access to two spot coaching sessions per month (phone or email)
- 20% discount on tools and templates available through Workplace Matters

A “**Customized Coaching Program**” can be designed to fit your individual or business needs and circumstances. Organizational and team assessments are also available.

*\* The Everything DiSC Management Assessment is a simple tool that offers information to help you understand yourself and others better. This can be of tremendous use as a people leader. The tool provides insight to your personal preferences, obstacles and strategies in time management, decision making, problem-solving, motivating, delegating, developing others, and working with your manager.*



## ***Coaching Experience***

**Lisa Holden Rovers, MSc, CCP, CHRP**, is an experienced senior leader in the field of human resources, workplace learning, and performance improvement. Among other academic achievements, Lisa is trained in the field of corporate coaching.

Lisa's natural ability to lead and develop others has been recognized by many of the organizations she has worked and volunteered in. This started with her "post high school" job where she managed staff and developed future store managers for a growing retail chain. This recognition continued early in her professional career where she was assigned to leadership roles for special projects and committees, and advanced her career to senior management positions.

Throughout her 20 years of professional experience, Lisa has led various types of teams, including management teams, intact teams, virtual teams, peer teams, and volunteer teams. She has also coached others to develop career resiliency, management and leadership capability. She has a passion for coaching individuals who are interested in enhancing their leadership capability to develop others and create a work environment where people want to work and are able to perform at their best.

## ***Affiliations***



## ***How Do You Contact Us?***

For more information about our services, visit our website at [workplacematters.ca](http://workplacematters.ca), call me at 403.816.4115 or email me at [lisa@workpacematters.ca](mailto:lisa@workpacematters.ca). I would love to hear from you!



## ***Other Services Offered***

Workplace Matters specializes in “*creating cultures that work*”. Our mission is to help leaders create an environment where people want to work and are empowered to perform at their best.

We do this by partnering with leaders who recognize they play a critical role in shaping their work cultures to improve employee engagement and performance.

These leaders typically work in small and medium sized organizations whether a start-up business, a not-for-profit foundation, or a steadily growing company becoming more and more complex. What these leaders have in common is their desire to create a positive and productive workplace. Our solutions focus on the following:

- Assess your workplace practices, identify strengths and gaps, and recommend solutions to improve workplace culture and performance
- Design and implement workplace solutions that shape your work culture and balance the interests of both employees and your business
- Train your leadership team to develop the skills and behaviours needed to sustain a positive and productive work environment

## ***How can we help improve your workplace?***

For more information about our services, visit our website at [workplacematters.ca](http://workplacematters.ca) or call us at 403.816.4115. We would love to hear from you!

*"The most difficult thing is to just start the ball rolling.  
Once it starts, it's actually more difficult to stop it."  
~ Butch Lovelace ~*

