

## 4 One to One Management Coaching Services

### I. Service Overview

**“Better managers deliver better results” – have you considered investing in your managers to help them be more successful? Could members of your management team benefit from working alongside an external coach respected in aviation management? Do your senior and middle managers have difficulty implementing change? Do you need to change management styles and culture?”**

Today’s aviation industry is being forced to adapt to new market pressures and constant changes in legislation and regulation. Many of our clients are consequently implementing new changes to respond to these forces. Change management has become a constant factor rather than a periodic and isolated event. This issue impacts heavily on the people within your organisation and particularly the management team who have responsibility for leading, implementing and consolidating change.

The Baines Simmons Management coaching service has been designed to support members of your management team to embrace successful change, acquire new skills, deliver new performance levels and engage new management styles.

One-2-One Management Coaching can make a big difference. It helps key individuals within your organisation to improve their performance and contribution within the organisation. It offers unparalleled opportunity to accelerate personal learning and development and improve the performance of your management team.

People, who excel in their field today, more than often have individual coaches –such as top athletes, singers, actors and senior business people.

Your management team is a key organisational asset which can go in the wrong direction or no direction – the cost to you can be financially and emotionally enormous.

**Our specialist areas of coaching support include:**

- ▶ Leadership skills and Management skills
- ▶ Driving change
- ▶ Implementing systems and processes
- ▶ Personal communication
- ▶ Team building
- ▶ Objective setting
- ▶ Personal organisation

### 2. What will our service do for you?

**“Our coaches are there to provide agreed personal development to your key managers. They are focused to listen to your requirements, to answer questions, to challenge, to inspire and to encourage your managers.”**

Our One to One Coaching aims:

- ▶ To provide intensive development, tailored to pre-agreed requirements
- ▶ To form a direct link with your current and future business challenges
- ▶ To take a flexible approach driven at your line managers pace
- ▶ To support line managers from the basis of management experience and technical knowledge

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### 3. How will you benefit?

**“Everyone can be a winner!”**

**How the manager benefits**

- ▶ Managers benefit from direct, personal support from professional individuals that have direct experience of their operating environment and issues.
- ▶ Managers are able to discuss confidentially their key challenges
- ▶ Managers gain impartial and detached advice, personal support and new skills
- ▶ Managers gain new levels of confidence and better working relationships
- ▶ Managers build their teams and secure better performances

**How the organisation benefits**

- ▶ The organisation benefits from a strengthened management team.
- ▶ Better managers deliver better results.
- ▶ Change is more easily implemented and secured.
- ▶ Employees respond to better leadership skills
- ▶ “Blockers” to change are personally supported through the journey of change
- ▶ New management styles and techniques help support new working cultures

### 4. Our approach

**“Personal development plans with milestones and key deliverables”**

Our coaching consultants have been selected because of their highly successful and proven track records of achievement in managing teams through organisational change programmes. Our approach is based on identifying and assessing the manager’s key challenges and requirements assisted by an initial 360 degree review. The individual’s coaching programme is then designed with key milestones and deliverables. Coaching sessions are diarized (often monthly for 12-18 months) with telephone based contact encouraged between each session. Performance reviews are conducted 6 monthly with the manger and their manager to refine and gain feedback on the personal development programme.

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### 5. Why choose us?

**“Learn from professionals who done it - benefit from their lessons and mistakes! ”**

Clients use Baines Simmons one-2-one coaching services because:

1. Our specific industry expertise and management experience
2. Our professional coaching approach
3. Our approachable style and flexibility

**CALL US NOW for an informal discussion about the issues facing your organisation.**

#### The full range of Aviation Authority Consulting Programmes

1	MAOS Approval Services	4	<b>Management Coaching Services</b>
2	Quality Assurance Services	5	Steering Group Advisory Services
3	Regulatory Advisory Services	6	Maintenance Error Investigation services