

You are invited to attend a ½ day seminar around coaching entitled

‘Achieving goals, maximising performance and building hot relationships through coaching.’

*“Coaching is considered to be one of the top three most effective means of developing leaders.”**

Come and find out why

Who is the Seminar for? Any HR Manager or Director, Talent or Learning & Development professional who is interested in learning more about the ways coaching can help their business grow.

When: 25th March 2011, 8.30 to 13.00 including breakfast, refreshments and a light lunch.

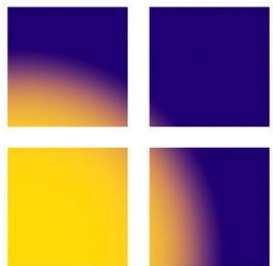
Where: Marsh Farm Hotel SN4 8ER, just off the M4, junction 16 between Wootton Bassett and Swindon, ample free parking.

What: Interactive and highly informative sessions given by **three** experienced coaches (see details below), chaired by Martyn Melvin Director of Purple House.

Session 1 By **Caroline Talbott** – **‘Maximising contribution with career satisfaction drivers.’**

Among key challenges for employers, with the pressures of a slow moving economy and public sector cuts, are the retention and motivation of your key talent and engagement of your employees through non-financial means. Caroline will show the importance of career satisfaction drivers, how to identify them and a range of business benefits. e.g. To ensure people are in the right role, that they are managed to best effect or to help find the right position for employees facing redeployment or redundancy.

Session 2 by **Paul Walton** – **‘Build business confidence through effective performance management.’**



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Performance management is the key to optimising your greatest asset; people. Sadly it is often regarded as the last resort, and used to move the poor performers out of the business. By taking a pro active approach, Performance Management can develop your staff and help you exceed expectations. The process begins with the agreement of strategic personal objectives that are aligned to your business goals. Ongoing monitoring throughout the period/year is supported by realistic periodic and year end reviews. The key ingredient for success is having the confidence to handle those ‘crucial conversations’ that are often conveniently avoided. When fully embraced by all, Performance Management will directly boost morale, build business confidence and increase profits. Your role is to provide continuous coaching that will test and challenge your people, encouraging them to ‘help themselves’.

Session 3 by **Ron Storey** – ‘How to Influence & improve relationships in times of change.’

Many things have been written and said about “change” – it is constant, associated with growth, it brings opportunities & without it there would be no butterflies. However we may regard change, it permeates our working lives – leaders should initiate it, managers should coordinate it, specialists should refine it & the rest of us want to do more than just endure it. Change of itself is not usually the issue; it is more to do with engaging people, gaining their commitment & enabling them to make it happen.

The nature of the relationships we have with others contributes to how change is implemented; as does our ability to influence people & events. Enabling individuals to gain insight through coaching in areas of relationships, & their ability to exert influence provides the mechanisms through which they can adapt their behaviour, impact & situations in more productive ways. It also serves to reinforce the truism: that if you want others to change, usually you first have to start with yourself.

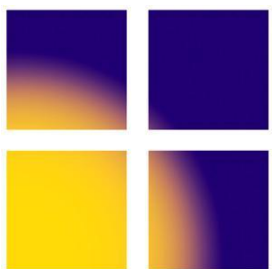
There will be ample chance for questions and answers and an opportunity to network with this group of experienced coaches and fellow attendees.

Attendance: You should attend if you are interested in seeing how you can bring about improved performance in your organisation through Coaching, continue your personal development, network with other HR professionals and increase your knowledge of modern coaching practices and applications.

Cost: To cover costs there is a nominal charge of £40 plus VAT per head if booked and invoiced before the end of February 2011 or £50 plus VAT thereafter.

Early booking is recommended as previous events have sold out, to reserve your place and request an invoice email: Heather.main@purplehousehr.com or call her on 0117 957 4100

* CIPD Training & Development Survey 2005.



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Profile of your Speakers and Chair

Caroline Talbott

Caroline has exceptional experience of supporting leaders and their teams to deliver their business strategy and meet the demands of a complex and changing environment. She has gained this over more than 30 years in a wide spectrum of companies and sectors – from blue chip, global businesses to public sector organisations e.g. telecommunications (BT in particular), technology, transport, construction, legal and education. She has worked with people in 17 countries.

Paul Walton

A result orientated 'people' professional with a corporate commercial background. He possesses strong commercial acumen with a proven track record of exceeding expectations within highly competitive blue chip markets. Paul is an advocate of development and change that has produced career advancement for many individuals. Paul has provided management development and coaching to a broad selection of industries including I.T., logistics, finance, law, NHS, MOD, manufacturing, retail, wholesale and leisure.

Ron Storey

A Business Chartered Psychologist and Executive Coach with a unique blend of experience that meets the needs of current clients in pharmaceutical, energy, communication, production, government, emergency services & charity sectors. In addition to individual & team coaching, Ron coaches both face-to-face & internationally by phone. Some recent projects include developing & implementing a Performance Review process, coaching a team through the integration of two manufacturing units and developing & delivering a management ILM programme.

Martyn Melvin

An experienced and qualified HR Director, he is a Chartered Fellow of the CIPD and Fellow of the institute of Leadership and Management with an MA in Human Resource Management from Oxford Brookes University. He has been an ad hoc lecturer on the International Management course at the University. He has a level 7 certificate in Executive Coaching and Leadership Mentoring from the Institute of leadership and Management. He has held Senior and Board-level HR positions in a variety of industries including pharmaceutical, drinks, FMCG and electronics both in the UK and internationally.

This conference is supported by Purple House Recruitment limited an HR recruitment and consultancy company that provides specialist HR recruitment services and also executive coaching. They can be contacted on 0117 957 4100 or through their website www.purplehousehr.com

