

## Reduce Stress

*"Would I recommend you...absolutely!! Would I have grown as much as I have without this program...no way!! My manager, my team and my husband all notice how much I have grown. I am able to manage my day 100% better and I have reduced my level of destructive stress."*

*"Before I'd taken the Strategic Conversations/Everyday Coaching course, it was as if I'd fallen off the BC ferry into the water and then you guys came along and threw me a life-vest. We have lots of new staff joining the shop with different backgrounds and the aim is to get them on the same page."*

*"The book has been my bible. It helps me get to the root cause of their problems, and the pillars have helped me focus."*

*"My tele-coach has been fantastic. She has really settled me at times when I've felt overwhelmed by the workload."*

*"I have been using my Tele-Coach to assist me with conversations that will help my staff handle a restructuring we are going through. There has been lots of fear. There has been limited information available as to the impact of the change. Coaching for Growth has **helped the team see there are lots of opportunities even with the uncertainty**. I feel the coaching is **making a positive difference to productivity** during this period."*

## Increase Productivity

*"I have been bringing different departments together into a team coaching. I pose the questions and get them to come up with solutions that then work **cross functionally**. **I have been saving time and system breakdowns**."*

*"I have been coaching some of my managers on some climate issues with Coaching for Performance. They have measured themselves as having **improved the climate from a 6 to an 8 over the past 3 months**."*

*Using the 5P process in Coaching for Growth was 100 times more productive than our standard Personal Development Process (PDP). It finally allowed me to have a decent discussion that clarified the goals of the people who report to me. The process got them to open up more. As a result we are seeing less waste of training dollars as their learning is better aligned with their own goals and our company's requirements."*

*"My manager and I went through the Strategic Conversations/Everyday Coaching process together. The program exposed how we think to each other and helped us to integrate our styles"*

*"Coaching is not for the ego filled manager as I discovered. Once I started coaching I would meet to discuss what I thought were the issues and it would turn out to be something else entirely and I would need to adjust accordingly. More often than not I would find out the root issue was caused by a lack of clarity on my part. It was very humbling at first."*