



### Personal Coaching or Mentoring

As a busy manager you may have little time to attend training workshops and yet you might need some guidance or reassurance that you are doing the right thing,

DELTA can offer focussed and practical guidance from experienced managers who can help you through that 'sticky problem' or give you some down to earth advice about how to handle different challenges.

#### What's involved?

A structured programme of short, relevant coaching meetings to help you address your problems.

The support is devised with you around your need and Pressures.

Development could be a month, a quarter or longer as suits you

Consider :-

- Business impact and personal choice
- Business skills and personal skills
- Balancing ambition with reality

### Business Guidance and Support



As an owner or director you may be very experienced in your role and in business or you may be in the first role of this type, you may be facing some special challenges, you may welcome some sound advice. At DELTA we have over 20 years of experience in helping small and large organisations to grow.

DELTA plans to help you to use realistic and practical business advice to make your business grow. We work alongside you until you get it the way you want it.

#### Typical Consultancy activity

- Business Planning/Strategic Planning
- Managing financial and management information
- Sales planning and sales management
- Planning and measuring performance
- Options in running business activity

### Manager, Team Leader and Individual Development Coaching or Workshops at your workplace



Options of 1/2, 1 or 2 day small group coaching or workshops specifically designed for you in order to train and develop managers, team leaders and individuals in order to help them lead and manage their people and to challenge and develop existing approaches to work so that they can make effective use of their skills to impact their teams and the organisation. These are typically run in house but can be run as open courses with a range of participants from different settings.

#### Typical Coaching or Workshop topics

- Management and Leadership
- Managing Pressure
- Customer Service Skills
- Influencing Skills
- Performance management
- Negotiating Skills
- Challenging under performance
- Managing in organisations
- Team development
- Motivating and managing people
- Dealing with difficult situations
- Handling conflict and aggression

Costs includes Workbook and materials

### People, HR and organisational development support

In today's climate organisations come under pressure to develop and reshape itself to better meet the demands of the market, its customers and its own workers. To achieve this you need to have practical and relevant advice to make your organisation the sort where your people want to work and give of their best.

DELTA can help you meet this challenge with sensible, workable solutions.

#### Typical coaching activity

- Design of appraisal/performance management systems
- Recruitment and Selection advice
- Discipline guidance
- Investors in People
- Job design/descriptions

