



# Coaching Beyond the Blindspot

## Many 'Technical Managers' -

engineers, doctors, scientists, lawyers, finance or IT specialists, academics and many other professionals - become managers without formal managerial development or coaching. They are promoted to their positions because of their technical expertise, rather than their people management experience. The messy business of 'people' management is often neither their inclination or their strength.

This is their '**blindspot**'.

The consequences can be detrimental for the business, often resulting in a stressed and anxious culture, personal burnout, loss of confidence, ineffective teams, interpersonal and departmental conflicts, ineffective change management of major projects, non-management of poor performance, demotivation and loss of expert staff.

**The blindspot can be very costly.**

Consider this: The loss of a highly skilled employee can cost 1- 4 times their salary.

## We Can Help!

**The Walker Wilson success in 'Coaching Beyond the Blindspot' is confirmed in practical application and results.**

Our unique COACHING CLUSTER concept involves working with up to three managers at a time in a practical work based learning skill development program up to MBA level. This ensures dynamic interaction and cross-departmental engagement at an affordable cost. It is friendly, engaged, time effective and totally focused on improved managerial capability.

## Topics can include:

- Becoming a transformational leader
- Implementing change
- Stakeholder management
- Empowering high performing teams
- Coaching and mentoring
- Motivating for high performance
- Conflict management
- Managing poor performers
- Mediating difficult situations
- Making core values work
- Managing personal and organizational stress for high performance

John Walker, an internationally experienced Doctoral Scholar at Macquarie Graduate School of Management, is assisted by a team of experienced business and academic colleagues.

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