

## You are the best person to generate the solutions to your current challenges.

You know the people and the territory better than anyone else does. We help you make an informed decision about which changes will produce results and which measures tell you your efforts are working. This process brings focus to your work and enables you to set the outcomes you want from the program.

## Your coach designs a unique program for you.

It reflects your agenda for change and the important issues you want to attend to now. We suggest where you can usefully extend your knowledge and adapt your capabilities to foster change more effectively. The duration and frequency of your coaching sessions are designed to suit your needs. Our work with you is timely and relevant.

## Spreading sessions over time fosters learning that you implement on the job and leads to change that sticks.

Essentially this is a space where you can do some of your best thinking. In your personalised sessions, we discuss ideas, develop know-how and introduce new tools and techniques, which are relevant to your challenges.

## Sessions are a catalyst for execution.

Discussion is informative but it is only useful when you apply it on the job. We agree on assignments that you complete between sessions. Change is a complex and unpredictable business and we plan your assignments with care and attention. Your aim is to test new ideas and approaches, thoughtfully and safely. We review and reflect on assignments during subsequent sessions, to continuously build on learning and improve execution next time round.

People who leverage value from E-Cue Coaching Programs demonstrate:

### **A drive for success**

*An agenda for change*

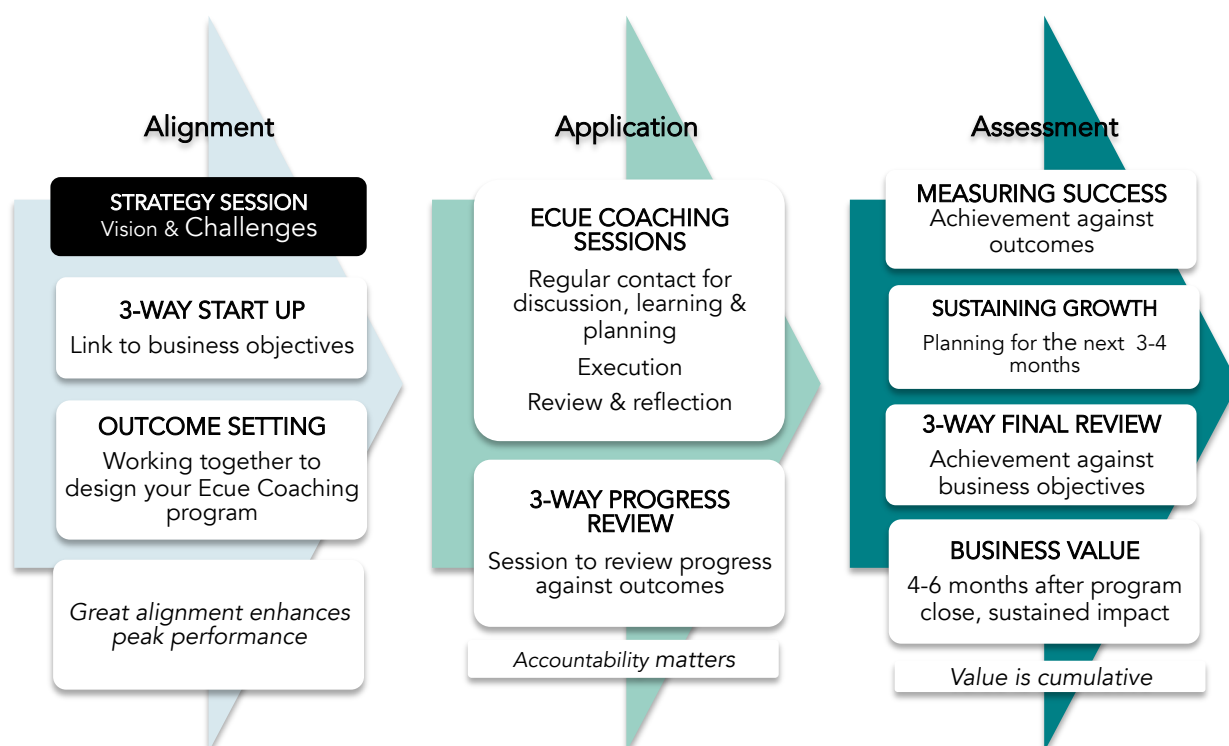
### **Values that are aligned with the company**

*A strong commitment to their own learning and growth*

### **A willingness to take risks and execute**

*A desire to make a difference*

You may like to consider how these constants resonate with you and discuss them with people you trust.



## How much time does the E-Cue Coaching Program require?

Prior to every E-Cue Coaching Program we complete a free strategy session and report. The strategy session helps you decide if you want to go ahead with a full program. Furthermore, the coach can assess the type and extent of your work challenges and determine which duration of program is right for you.

	<b>6 Month Program</b>	<b>10 Month Program</b>	
<b>Strategy Session</b>	<b>90 mins</b>	<b>90 mins</b>	Pre-program
<b>Strategy Session Report Back</b>	<b>1 hr</b>	<b>1 hr</b>	
<b>3-Way start up</b>	1 hr	1 hr	
<b>Outcome setting</b>	1 hr	1 hr	
<b>Coaching</b>	5 hrs	8 hrs	Scheduling and pace of sessions as agreed between participant and coach
<b>3-Way progress review</b>	1 hr	1 hr	
<b>Coaching</b>	4 hrs	7 hrs	Scheduling and pace of sessions as agreed between participant and coach
<b>Measuring success</b>	1 hr	1 hr	
<b>Sustaining growth</b>	1 hr	1 hr	
<b>3-Way final review</b>	1 hr	1 hr	
<b>Business value assessment</b>	90 mins	90 mins	Post-program
<b>Business value report back</b>	1 hr	1 hr	
<b>TOTAL HOURS</b>	<b>15 hrs</b>	<b>21 hrs</b>	<i>(excluding pre &amp; post program meetings)</i>

## Confidentiality matters

Our work is confidential. The coach is often seen as 'an outsider', someone neutral who doesn't occupy a particular position on company issues. Leaders report this helps them to think and speak more freely. You can put aside worries about how others might receive your comments and work openly on issues which challenge you. However, we are accountable to the organisation for results, which is why we incorporate regular reviews into the schedule.

## Next Steps

1. To explore if working with us is right for your business request a free 90-minute Strategy Session.

During the session you will be invited to reflect on:

- **The Vision for your part of the business**
- **Your objectives for the next 12-24 months**
- **The most important and challenging aspects of achieving your objectives**
- **What's most important for your part of the business to get better at to fully achieve objectives.**

2. If working with us is right for your business, we can commence the program.

To request your free session please complete the form on our website [www.ecue.com.au](http://www.ecue.com.au) and we will contact you within 48 hours.