Coaching Intervention
Reality

The turnover of personnel is too high.

Reducing the turnover will immediately
- decrease costs
- increase service quality.

Managers have no time. They share the stressful life of a fire brigade.

Reducing the stress will immediately
- increase manager’s effectiveness
- increase manager’s efficiency.
Scope

**personal development**

Leadership (vision, communication, motivation)

Effectiveness & efficiency

New role

Conflict management

**organisation development**

Value alignment

Embracing diversity

Effectiveness & efficiency

New project

Conflict management
Intervention

Coaching is unlocking a person’s potential to maximize their own performance. It is helping them to learn rather than teach them.

I am able to control only that of which I am aware. That of which I am unaware controls me. AWARENESS empowers me.

If I give you my advice and it fails, you will blame me. I have traded my advice for your RESPONSIBILITY and that is seldom a good deal.

GOAL setting for the session as well as short and long term

REALITY checking to explore the current situation

OPTIONS and alternative strategies or courses of action

WHAT is to be done, WHEN, by WHOM and the WILL to do it
Method

Chrysalide uses a non-directive coaching method based on the **GROW process** and on various established **management tools**.

- **Reality assessment**
- **Visioning**
- **Intervention planning/design**
- **Intervention**
- **Options**
- **Will**
- **Goal**

**SMART objectives**
- SWOT analysis
- Myers-Briggs type indicator etc.

**Coaching contract**
- Intervention outline etc.

**360° feedback**
- Journaling
- Brainstorming
- Self-monitoring etc.
Professional Pragmatism

Always keeping the end in mind

Only bespoke interventions

Guaranteed seamless integration in existing personal and organisational developments
Executive Coach

MARILYN RIXHON

Experience
- 25 years in personnel-intensive service sectors: hospitality, airlines, travel, aid and health agencies
- 10 years in coaching and development

Education
- Business Administration (Juventus College)
- Translation (Zurich University of Applied Sciences)
- Behavioural Analysis (University of North Texas)
- MSc in Coaching and Development (University of Portsmouth)
- Neuro-Linguistic Programming

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Next Steps

A checklist will help you to prepare the meeting where we will assess the need of your organisation.

The proposal will clearly define what to expect.

checklist  →  need assessment  →  proposal (what, how, when, where, who, how much)  →  decision  →  intervention