

How does People Value Add Value?

People Value is a relationship driven small niche consultancy committed to designing customised leadership development and coaching processes to meet individual and organisational needs. We build purposeful relationships with our clients and as a result, ensure we have a strategic understanding of their business drivers, culture and organisational structure and design.

People Value is not a volume driven organisation. Every individual involved in People Value's coaching and cultural development programs is provided with a personalised approach. People Value assists individuals and organisations to establish an environment for personal growth which encourages learning that enables individuals and teams to make a difference.

Heather Hamilton leads the small team of associates. Heather possesses substantial organisational development experience in global, national and state based organisations as well as the Not for Profit sector both in an Organisational Development Consulting and Managerial level. Additionally, she has lectured in Human Resource Management, Leadership Development and coached many great leaders. Her specific areas of expertise are:

- Executive/Career Development Coaching
- Organisational Cultural Development
- Assessment/Development Centre methodology design and implementation
- Organisational Development
- Leadership, Management and Team Development
- Performance Development
- Career Transition – Outplacement
- Quality Management Systems

Heather's qualifications include Advanced Certificate of Human Resource Management, Associate Diploma of Human Resource Management, Bachelor of Business Human Resource Development, Certificate of Quality Management and in the final stages of a Psychology degree.



PO Box 590 Glenelg SA 5045

P: 0407 100 294

heather@peoplevalue.com.au

Developing Your Culture Through Organisational Development and Coaching

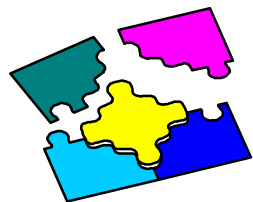
Recent studies conducted by the Australian Human Resources Institute (AHRI) and the Committee for Economic Development of Australia (CEDA) revealed that more than 80% of CEO's rated attraction and retention of skilled staff as the number one challenge for business in Australia.

To retain a competitive advantage in attracting and retaining the skilled and most committed staff, many companies are taking a 'Best Practice' approach to staff coaching and mentoring. By focusing on becoming an 'Employer of Choice' to attract potential employees and retain current staff, employers have experienced increased revenue growth and increased average profits. (Source: CEO Online). "Best Practice employers are more passionate about and invest more time in developing their people, who in turn, are the architects of their organisational culture and values." (Source: Human Synergistic 2005.)

The key elements of culture are vision, values and philosophy. These elements combine to create rites and rituals, rules, signs/symbols, organisational style and language common to employees. A positive organisational culture provides clarity of purpose and meaning for employees and customers; momentum; an enabling environment; and a definition of organisational scope and territory. Best practice staff coaching and mentoring activities assist business and means the desired organisational culture, productivity and vision is achieved for the business.

Human Synergistics (2005) Study supports this by describing how a high-constructive achievement culture results in greater results and bottom-line profit.

Personal growth and development are part of the modern day life's journey and to support this People Value, provide a range of stimulating tailored learning experiences and coaching services.



How People Value's Coaching Can Assist You

One on One Coaching

- Career Coaching
- Career Transition
- Business Coaching
- Holistic Coaching "GROW Model" & 9 Step Process

Performance Development – Tailored Modules

- Performance Coaching for Improvement
- Coaching and Mentoring
- Implementing practical Performance Management
- Performance Development, Improvement & Disciplinary
- Rewarding & Recognising Performance

Leadership & Management Development for Manager/Supervisor

- Leadership Styles
- Recruitment, Selection & Induction
- Creating Effective Teams
- Managing Conflict
- Effective Communication
- Negotiation Skills
- Leading Change
- Strategies for Peak Performance
- Effective People Processes
- Motivating for High Performance
- Managing for High Performance
- Appraising & Improving Performance
- Effective Self Management

Communication & Team Building Facilitation

- Team – The Essential Ingredients
- Team – Building the Culture
- The Stages of Team Development
- Achieving Synergy
- Clearing Barriers to Peak Performance
- Assertive Communication
- Effectively Getting your message across
- Effective Listening

