

# Smithfield Performance Coaching

Talented Performance... Resilient Performance... Smithfield Performance

Executive and performance coaching from Smithfield is aimed at improving performance in the workplace. We use robust people assessment techniques to achieve insightful behavioural change.

Personal and professional growth is best achieved with an in-depth understanding of oneself. Such self awareness and enlightenment is the turning point in any meaningful change in behaviour.



## What does the Smithfield Coaching look like?

- > Session 1 - set-up meeting with coachee, line manager and HR
- > Session 2 - Understanding career history and evolution of current competency behaviour
- > Sessions 3-5 focusing on career visioning, strengths and weaknesses and competency behaviour change
- > Session 6 is a follow up session 4-6 months later to review behaviour change, achievement success and evaluation
- > Programme includes Personality Profiling
- > Programme includes an online 360 degree appraisal delivered using Smithfield Online

Improve personal performance  
Improve leadership performance  
Improve competency behaviour  
Improve achievement and success  
Improve promotability  
Improve performance under pressure  
Improve Work-Life Balance  
Improve career planning  
Improve job prospects  
Expand horizons

## Available Profiling

- > Hogan Development Survey (Dark Side)
- > Hogan Personality Inventory (Bright Side)
- > NEO-PIR
- > OPQ32
- > Meyers Briggs Type Indicator (MBTI)
- > Astead Smithfield Team Assessment
- > Belbin Team Roles
- > 16PF4
- > Plus others

## About Smithfield Coaches

- > Smithfield Performance Limited is a consulting firm of Chartered Occupational Psychologists
- > All of our coaches are expert in people assessment and performance coaching
- > The business experience of our coaches is second to none. We understand working life, organisational cultures, and the challenges to career management and career advancement that business cultures can throw up

## Contracting

- > Although the coaching session is confidential, the initial contracting with the business is open and transparent and outlines the need for performance coaching, the outcome objectives, and how the business will benefit

Contact us



[www.smithfieldperformance.com](http://www.smithfieldperformance.com)

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We are valuable partners in delivering high quality Performance Coaching. We are business focused and we will ensure that you receive an exceptional consulting experience.