

Executive Coaching Programs

Why ProVeritas Group

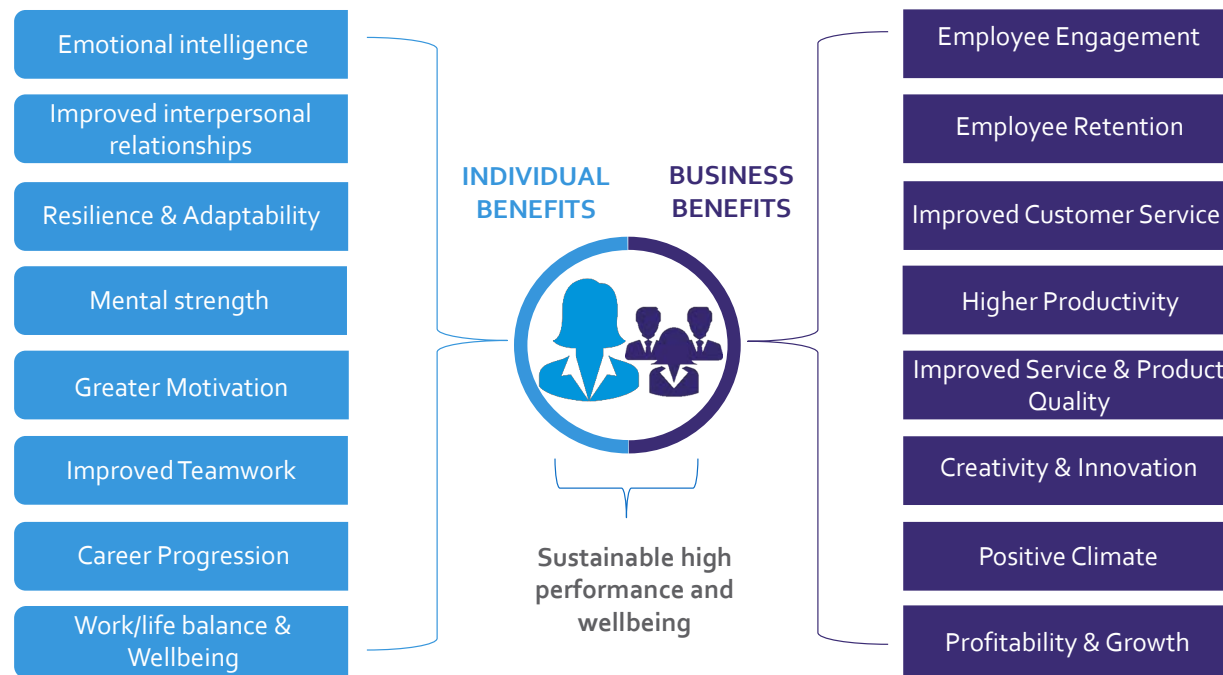
ProVeritas Group offers sophisticated, cutting-edge executive coaching solutions and programs to help individuals, leaders, teams and organisations in STEM (Science, Technology, Engineering and Maths) develop the right multi-dimensional capabilities and skills to grow and succeed in today's world of accelerating complexity.

We harness the collective power of our extensive experience, qualifications and global alliances to provide tailored solutions in Australia and Asia-Pacific in the achievement of positive individual and collective outcomes.



Why Coaching

Coaching is a solutions-focused process, which is collaboratively created between coach and client, where learning, change and growth take place. The client may be an individual or a team. The diagram below illustrates key benefits of coaching to the individual, and the flow-on effects to the business.



Our Coaching Programs

Depending on the needs of the client, a coaching program may focus on:

- 1 Leadership development
- 2 High performance
- 3 Team coaching
- 4 Career coaching

Program 1

Leadership Development

Leadership Coaching is an effective development tool for individuals with significant responsibility for the current and future success of an organisation. Now more than ever, leaders need a confidential and safe space, provided by the coaching relationship, to explore and integrate new leadership capabilities.

Self awareness

Ability to leverage own strengths, values & drivers, and mitigate behavioural derailleurs. on the need of the individual and the organisation.

Sense making

Understands and helps others understand complexity, works collaboratively, has achievement orientation and strategic thinking.

Self management

Adaptability, positive outlook, emotional self-control and mental strength.

Visioning

Demonstrates values, sense of urgency, hope, community and confidence. Superior decision-making skills.

Social awareness

Empathy, improved listening skills, open communication skills, organisational awareness.

Inventing

Illustrates clear priorities, creates new structures, gives permission to fail and enables others to be innovative.



Relationship management & relating

Influence, coach & mentor, conflict management skills, team building skills, inspirational leadership (others will follow).

High Performance Coaching

Even the most successful individuals need assistance with learning new skills, knowledge, competencies and the necessary psychological flexibility to adapt to the dynamic, complex and volatile nature of today's work environment.

Physical capacity

Excellent health and vitality as source of energy.

Emotional intelligence

Self-awareness, self-management, social awareness, relationship management.

Emotional capacity

Positive emotions and habits to fuel the body and mind.

Mental capacity

Focuses physical and emotional energy on task at hand and endurance.

Mental strength

Confidence, flexibility, self-control, resilience, determination.

Self-actualisation

Become a powerful source of motivation, determination and endurance for others.



Team Coaching

Organisations need a different, more effective approach to team interventions to succeed in the 21st Century. Team coaching is a systematic process that enables a team to function as more than “the sum of its parts”, by clarifying its mission and improving its external and internal relationships.

Commissioning

Team has appropriate range of complementary skills. Team has clear mandate from the wider organisation as well as those it reports to. Members achieve team goals and are rewarded for collective performance above individual goals.

Connecting

Team members can engage employees at all levels. Team relates well to all key stakeholders. Each team member can represent the whole team. Team scans its stakeholder environment and changes needs and perceptions accordingly.

Clarifying

All members can articulate and own the team purpose and agreed goals. There are clear actions with accountability and follow-through. Team works towards goals in effective manner.

Core learning

Team regularly attends to its own development as a team and to the individual development of its members. All team members give real-time feedback and provide support and challenge to each other.



Co-creating Co-creating

There are clear ways of working together. Mutual accountability for own and collective goals. High level of morale and commitment. Team makes use of diversity with everyone being engaged and involved. Meetings are focused, supportive and energising.

Career Coaching

Career coaching is an extremely powerful tool used by savvy individuals who choose to manage their careers in a very focused and goal-oriented way over a lifetime.

In today's volatile, uncertain, complex and unstable (VUCA) times, career coaching has proven to be more essential than ever as it can take place in a wide range of contexts (e.g., new graduate, mid-career, disruptive job creation, redundancy, retirement and other major transitions) and life stages.

Secure Ideal Job

Gain self-insight and realistic knowledge about the self, e.g., personality strengths, values, potential derailers and development needs e.g., leadership capabilities. Identify optimal organisational/industry fit.

Job Promotion or Moving Up

As above, plus advance in competency, work complexity, authority and status.

Moving Out by Choice

Per "Secure Ideal Job" by developing a judicious exit strategy. May find or create a new job or an entrepreneurial endeavour.

Secure Work after retrenchment

Per "Secure Ideal Job" plus enhanced physical, emotional, mental and meaning-making capacity (from High Performance Coaching).



Ending Current Work e.g. retirement

Exploration of values, life purpose, frameworks for defining retirement. May seek to rehire into other organisations. Identify volunteering, boards, mentoring opportunities.

Our Process

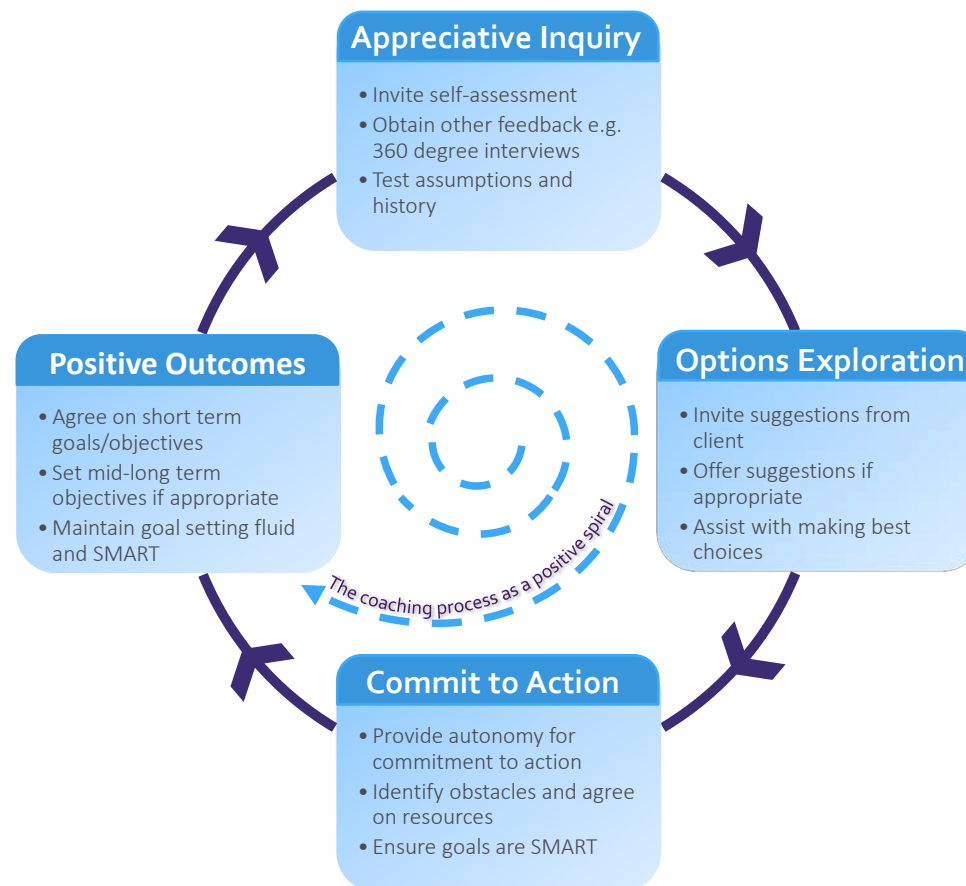
The coaching process is not linear - it is iterative and highly fluid. Refer to the diagram on the right, where the coach draws from several theories to drive the coaching process over a number of sessions (one-on-one for individuals and group sessions for teams).

Executive Coaching

We believe that coaching programs should be tailored to specific needs – no two individuals, teams or organisations are the same. At ProVeritas Group, we have the depth and breadth of knowledge, experience and qualifications in Business, Psychology, Leadership/ Management, Coaching and Science required to develop tailored programs that deliver results.

The desired outcomes are collaboratively agreed with the coachee and the sponsor (when coaching is sponsored by the employer) always ensuring confidentiality, safety and respect.

We follow the Code of Ethics from the Worldwide Association of Business Coaches and guidelines provided in the Standards Australia Handbook for Coaching in Organisations HB 332-2011, ensuring that our programs and services are of the highest global standards.

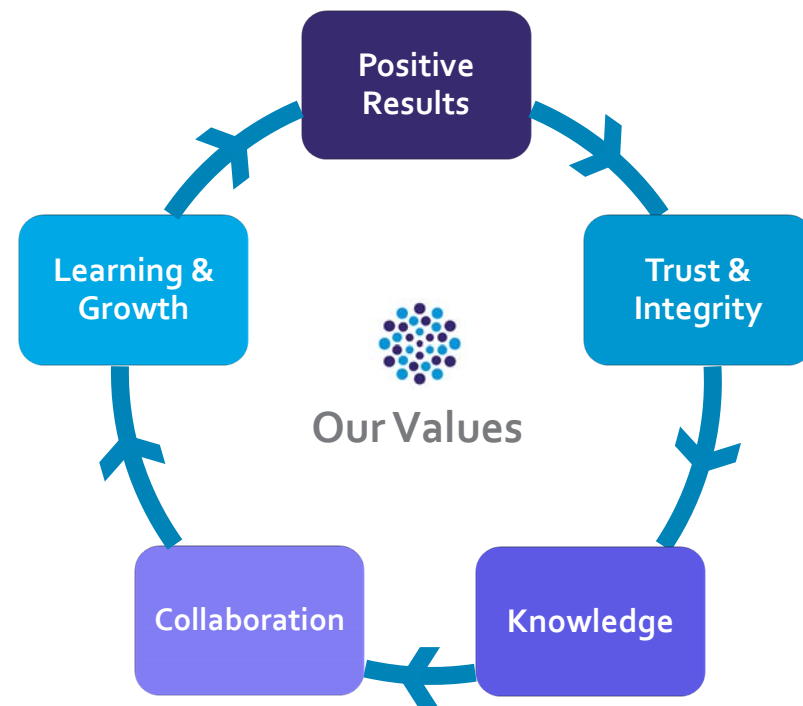




Dr Ruby Campbell is a highly sought after international Leadership and Organisational Coach, and is the Managing Partner and Founder of ProVeritas Group Pty Ltd. Her Coaching and Consulting practice is dedicated to helping leaders and organisations grow and thrive in the 21st Century. Her success as a coach stems from 30 years in senior leadership roles in biopharma, underpinned by a unique set of academic qualifications.

She holds a Master in Coaching Psychology (USyd), a Master in Business Administration, Executive (UNSW), a PhD in Science (UTS) and a Bachelor of Applied Science (Hons) (UTS).

Ruby has been Adjunct Professor at the UNSW Business School since 2010 in Change Management and various Leadership programs. She is a non-executive Director on the Board of United Nations Association of Australia (NSW) and is passionate about diversity, equality and sustainability.

**ProVeritas Group Pty Ltd**

Level 9, Avaya House, 123 Epping Road,
North Ryde, NSW, 2113 Australia

Call: +612 8875 7868

Email: info@proveritas.com.au

ABN: 21 617 552 360

