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# Executive Coaching Private

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## Transitioning Experienced and Emerging Leaders

### *Success is about Intention, Belief and Action*

Transitions are a critical time for leaders. Mistakes made during the critical first three months in a new role can jeopardise or even derail success.

Experienced senior leaders once transitioned into their role also understand that their interpersonal skills are the crucial vital link between engaged employees and productivity levels.

Janelle Nisbet, Managing Director, Progress Training Systems helps transitioning, emerging and experienced executives take responsibility and accountability for their successes and make positive, professional, lasting changes in their interpersonal effectiveness, leadership philosophies, actions and connections. Janelle's goal's when working with executives is to improve their overall personal performance and their organisations performance using a combination of evidence based tools and her straightforward, open, pragmatic and honest style.

Janelle's experience and expertise is in working with leaders/executives to develop their communication and interpersonal effectiveness; improving their overall personal and organisational performance. Janelle uses a combination of evidence-based tools and a straightforward, open and honest approach.

Success is about intention, belief and action. However, if you cannot influence, engage and inspire your people, it doesn't matter how technically brilliant you are, you won't enable support, productivity and accomplishment of the desired outcome.

It is important that executives are comfortable with the core skill set of – interpersonal effectiveness and the Social Style Model as this will be at the heart of all discussions. In a nutshell - different people respond to pressure in different ways according to their Behavioural Style and preferences.

In the same way, different team members have different ways of managing their time, communicating and sharing information, organising meetings and building relationships. Thankfully, people's behavioural preferences are not random; as a whole, people display recognisable patterns in their behaviour that can inform you how best to interact with them.

Leaders who understand how to connect with individuals in ways that resonate with their values, communication styles and needs, are better equipped to keep their teams engaged and inspired to achieve.

The 12 commitments you can expect when you engage Janelle Nisbet as your Coach are:

1. Janelle will become your personal advisor
2. You will be the beneficiary of extensive skills and experience gained from the many CEO's, General Managers, Executive Managers and Emerging leaders Janelle has successfully trained, coached, consulted with and mentored over the past 14 years. In addition you will benefit from Janelle's 20 plus years in various corporate roles and the vast amount of evidence based research Janelle has access to as an Associate of the TRACOM Group ([www.tracomcorp.com](http://www.tracomcorp.com))
3. Together, Janelle will delve into your past experiences, successes and setbacks. In those conversations you will gain clarity as to where you are now (your current reality), where you want to go and what could stop you if not effectively dealt with now
4. You will get pragmatic advice for handling your specific situation and taking the right steps to achieve your goals
5. You will NOT be put through a barrage of aptitude and psych tests
6. Janelle is qualified to use the world's leading Behavioural Style model – Social Styles as a developmental tool. This proven tool is used because in the workplace we are all judged on our behavior. Your behaviour and actions are being observed by everyone inside and outside your organisation
7. From continued discussions together, you will develop a roadmap of tangible steps to use now and into the future
8. Throughout the coaching program, you will have the opportunity for regular face-to-face meetings, unlimited access to Janelle via phone and email for follow on conversations
9. You will be able to intercede before running into significant challenges or difficult situations as you take on more responsibility and increase your influence in the work place
10. Together with Janelle you will set up an approach to measure progress so it is meaningful and sustainable

11. You will become a colleague and are welcome to call or email Janelle with questions into the future - many past clients have contacted Janelle months/years after working with Progress
12. You will enjoy and find stimulation throughout the coaching program and celebrate successes.

If you would like to further develop and enable your leadership style to achieve successful outcomes for you and your organisation call Janelle Nisbet on M 0411 358 333 or email [admin@progress.com.au](mailto:admin@progress.com.au).