

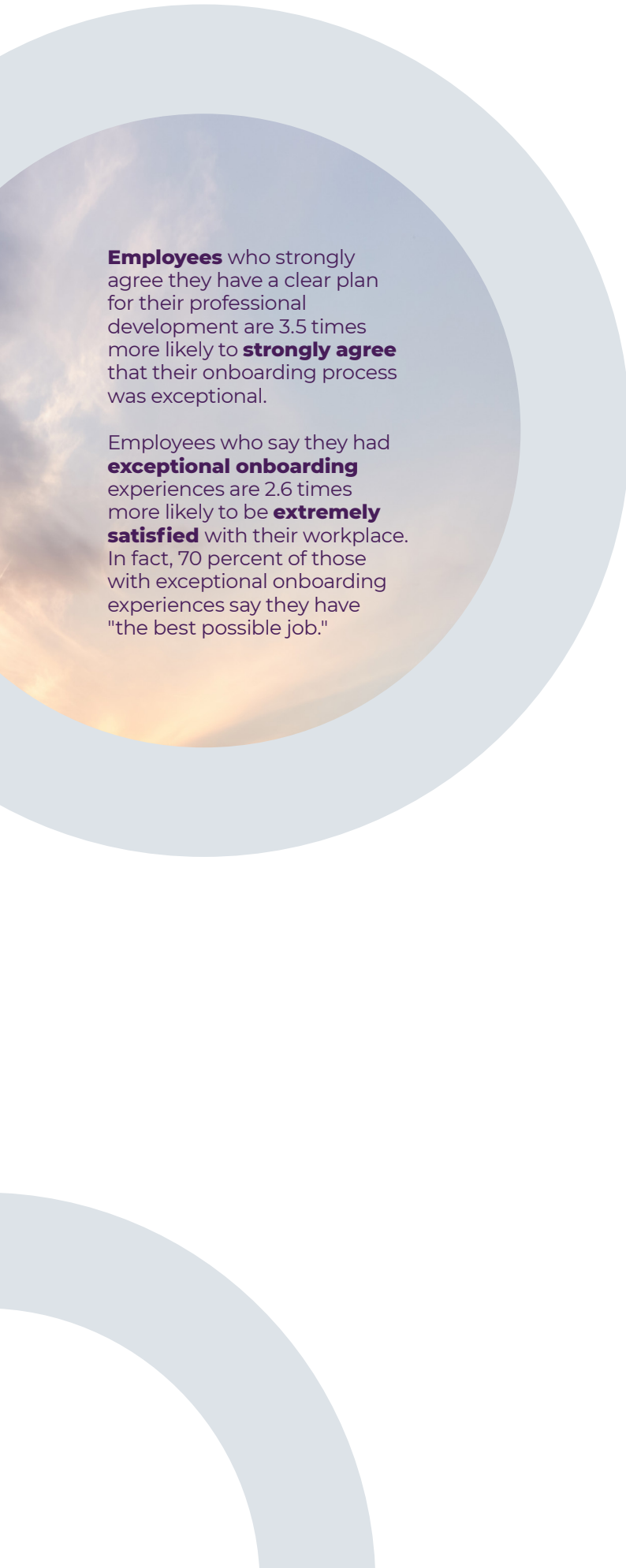
Integration

Role integration coaching and mentoring.
Developing people and businesses.
Influencing organisations success.



CoachStation

Leadership. People. Business Development.



Employees who strongly agree they have a clear plan for their professional development are 3.5 times more likely to **strongly agree** that their onboarding process was exceptional.

Employees who say they had **exceptional onboarding** experiences are 2.6 times more likely to be **extremely satisfied** with their workplace. In fact, 70 percent of those with exceptional onboarding experiences say they have "the best possible job."

It is critical to onboard and induct new employees effectively.

We can help make this happen.

What is Role Integration Coaching?

One of the most rewarding, yet potentially stressful situations is starting a new role. Of course, there is excitement, pride and satisfaction in attaining the role. However, there are many unknowns and sometimes even fear about what may happen when you start. This is normal, however can be reduced through our Role Integration Coaching and Mentoring program.

Through the Role Integration Coaching (RIC) program, we want to support the successful candidate to set themselves up for the greatest success in their new role, assisting with the transition as it occurs. This support is provided through a development program focused on the key elements of what makes a successful integration for both the employer and employee.

Initially, we seek an understanding of the role, expectations and similar insights. As the conversation expands, we discover more about the employee, reinforcing and adding to the detail already identified through the recruitment and interview process. Your coach blends the requirements of the role, along with the capability and needs of the employee/candidate to focus on 2-3 key themes identified through the discussion.

What does Role Integration Coaching look like?

Coaching and mentoring are increasingly sought-after tools, accessed by business leaders and organisations eager to dedicate development time and resources at an individual level. The RIC program provides many benefits. Primarily, the program supports the employee to transition and onboard into the new role with additional support from an external resource.

The RIC program provides many benefits. Primarily, there is the opportunity to transition and onboard into the new role with additional support from an external resource. This is designed to work in conjunction with the recruiting organisation and their induction process, enhancing the opportunity for both the employee and employer.

The candidate participates in two online coaching and mentoring sessions across an 8-week period. The first session is scheduled 1 – 2 weeks prior to starting. The second session is scheduled to occur around 4 weeks after the candidate began their new role. Commonly, this might involve identifying a 30-60-90 day plan; specific skill development; developing greater self-awareness and Emotional Intelligence; leadership capability; or similar themes.

The coaching is reinforced through access to supporting resources including learning videos; articles; a self-assessment questionnaire; and an eBook, along with other tools.

Who is CoachStation?

Steve Riddle created CoachStation in 2010 in response to his own experiences working for small, medium, national and international organisations for over 20 years.

Since inception, Steve and his team of coaches have individually coached and mentored well over 1,000 people and leaders, many of whom have gone on to build satisfying careers and input into their organisations. CoachStation helps organisations and leaders to find personal and professional success through tailored coaching, mentoring, advisory and development programs.

CoachStation offers many other programs and developmental opportunities for employees and leaders at all levels. Beyond the RIC program, assisting you and your team to feel the benefits of effective leadership, team culture and improved results is our goal. A goal that excites us and our past clients as I am sure it will for our future clients... maybe even you.

Role Integration Coaching Summary

Participation in the CoachStation RIC program looks like this:

- 2 Coaching and Mentoring sessions of 1.5 and 1 hours each, facilitated by experienced and effective CoachStation coaches.
- Access to 2 x 15-minute Q&A coaching sessions.
- Access to learning videos providing insight into how best to integrate into your new role; tactics to maximise your first few months; observations and strategies to apply during this phase.
- Supporting tools and resources to be applied during the program and designed to be of benefit for many months and years after.
- Candidates will be provided with an Ebook providing insights, tools and material consolidating the learning.



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If you wish to learn more about the program, please email or call Steve at CoachStation or visit the RIC page on the CoachStation website to learn more.

M 0413 024 033 **E** ric@coachstation.com.au **W** coachstation.com.au

