

Organizational Health Executive Coaching

Shepell•fgi's one-on-one coaching sessions are dedicated to supporting the client in clarifying and pursuing their career objectives. At the same time, Executive Coaching sessions incorporate the business' need for developing performance competencies among managers, directors, executives, professionals and other key personnel.

Every coaching program is customized to the client's needs and goals. The Coaching fosters a supportive relationship where issues can be explored in a safe, impartial manner and clients learn how to adapt their thinking, decision-making and/or communication style to a given situation.

The coaching relationship is a collaboration between the executive coach and the client, focused on the achievement of clear, career-related objectives. Results are achieved through a process that encourages exploration, goal setting, accountability, action and reflection. Assessment tools may be used to assist the client to enhance productivity by understanding how he/she works, thinks and interacts with others.

An estimated 16% of employees feel that poor interpersonal relations are a source of stress at work.¹

1. Wilkins, B. (2003). Work stress and health. Statistics Canada.

The unique structure of this program ensures the greatest level of understanding and promotes behaviour change. The program includes:

- A preliminary meeting with a Human Resources representative or manager to initiate the service and set organizational goals
- Eight to ten follow up meetings to achieve behavioural change
- Further sessions can be scheduled on an as-needed basis

*Strengthening the health
of people and organizations*

Helping Employees and Containing Costs

Coaching can reduce workplace conflict, turnover and absenteeism and assists in providing a safe, harassment-free workplace. The coaching will build management, communication and/or behaviour competencies to facilitate smooth workplace relationships and effective leadership. It also works to support your existing Human Resources policy in the areas of harassment, diversity, conflict resolution and performance management.



Several Factors Drive Cost...Many are Preventable

Shepell•fgi, the leading provider of prevention-focused Employee Assistance Programs, offers an enhanced choice of services that address physical, mental and social health issues. We'll help you identify the factors and health risks that contribute to your organization's rising benefits costs and work with you to create a healthier working environment. You'll have access to expanded health management products and prevention tools that promote early identification of health risks.

Shepell•fgi can help your organization maintain a healthy employee population and a healthy workplace. Ask us about how our expanded health management products and prevention tools can meet your needs.

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Shepell•fgi™
work. health. life.