

Presentation

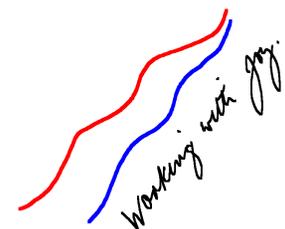
Working With Joy

Executive Mentoring and Coaching

Expanding the possible

& making it happen!

Joy Ainley



Who are we?

Skilled & Experienced

We are Highly skilled and experienced Delivery Focused Behaviour Change Specialists, with an outstanding track record of success in enabling leaders and senior managers to grow.

Executive Business Backgrounds

We have all been there and done it.
See pictures

Qualified

Organizational Behavioural sciences, Psychotherapy, NLP, hypnotherapy, counselling. In addition, all of our coaches lecture in one or more of these subjects.



SOC GEN FIMAT International Mgt Team 1992



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Working with you.

Our Integrity – Codes of Conduct

- You are safe in our hands.
- We are bound by the Ethical Codes of Conduct
 - British Association of Counsellors and Psychotherapists (BACP); and
 - European Mentoring and Coaching Council



Disciplines and influences

Here are the main Disciplines and influences. There are many more. Integrated seamlessly into the programmes, often combining several tiers into a single intervention, simultaneously:

- NLP
- Decision theory and logic
- Organisational Psychology
- Organisational Behaviour
- Psychology of Learning and Development
- Leadership development research
- Emotional intelligence
- Cognitive behavioural analysis
- Transaction Analysis
- Gestalt
- TFT (Thought Field Therapy)



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Multi-dimensional approach

- ***Sophisticated analytical and diagnostic tools*** are used together to provide in-depth analysis of the individual - strengths and developmental requirements in several dimensions
- ***Failsafe, tried and tested methodology*** to ensure completeness
- ***Bespoke and flexible programmes*** responding to the changing environmental and developmental needs of the executive over the course of the programme.



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Adding Measurable Value

***Learning outcomes are
the
Critical Success Factors***

- The learning outcomes, derive from the rigorous initial analysis, are clearly expressed in tangible, measurable terms.



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Real Relevant Assignments

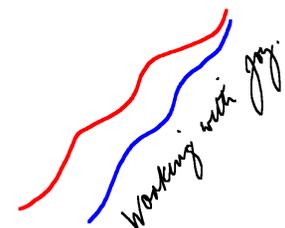
Implementing your Corporate Strategy

- Assignments are created specifically to develop particular skills in the course of achieving corporate objectives
- Acts as an experiential test bed for the learning acquired
- Delivers two fold benefits: delivery and learning



Assignment learning typically occurs in seven stages:

- Assimilation
- Planning
- Implementation
- Feedback
- Reflection
- Refinement and
- Consolidation



Learning styles

- WWJ Executive Learning is designed to operate on many different levels, including: structured decision making, hypothesising and testing, judgement and experiential learning.
- Care is taken not only to recognize and accommodate the learning style of the individual executive but also to expand its range.



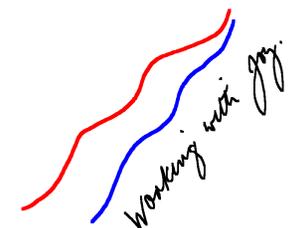
Example Case histories

These case histories reflect the learning style of a typical programme, where a current challenge is used as an integral part of the learning Organisational change and strategic planning to manage growth (SM, DP)

- **Structural change** to achieve more efficient and effective management (MC, MS)
- **Supplementing technical excellence**, management and leadership needs (LM, ST)
- **Promotion** to the board (RC, NW)
- **Career redirection** and outplacement (TB, MS)



Some clients



The benefits of Working With Joy

- Safety: WWJ has an outstanding track record of executive personal development: glowing references
- In depth analysis tools to ensure delivery of desired learning outcomes
- Assignment driven development: Bespoke, on the job, experiential learning
- Unparalleled breadth and depth: a multi-dimensional learning experience.
- 24 x 7 support
- Expanded behavioural choice: Enabling the creation of new comfort zones.
- Accelerated learning: Growing your executives for greatness, in the most appropriate way for them to learn.
- Delivering relevant measurable value and an experience they will treasure for ever

