



Kylie Hammond

EXECUTIVE SEARCH AND COACHING GROUP

Kylie Hammond Coaches are a team of highly skilled Executive, Business and Life/Personal Coaches who are focused on the needs of our clients to ensure that both personal and corporate outcomes are achieved. Our vision and mission is to be:

- Results Focused, Innovative & Creative
- Developing and Maintaining Quality Client Relationships
- Developing and Delivering Amazing Solutions!

Kylie Hammond coaching is based on integrity, trust and respect for the people we work with. Kylie Hammond Coaches are highly skilled at building rapport and challenging individuals to achieve their goals. Our coaching sessions are conducted with individuals and with small groups, both within and outside the organisational structure.

Our Kylie Hammond Coaches

Kylie Hammond Coaches have extensive industry experience and corporate backgrounds, either as managers, consultants and facilitators. We are active members of the International Society for Performance Improvement (ISPI), the International Coaching Federation (ICF) and the newly formed International Association of Coaches (IAC). We are committed to upholding and basing our coaching practice on the Ethical Standards and Code of Ethics associated with the coaching profession.

Kylie Hammond Coaches work one-on-one with individual clients for a period of three months for one hour per week in person or on the telephone. During the first coaching consultation we help our clients set three goals in the three most important areas of their life. Ongoing sessions then provide structure, feedback, perspective and encouragement to assist our clients to achieve their goals as quickly and easily as possible.

Coaching is a unique conversation that examines closely what it will take to move towards the goals that has been created. During each session our clients will commit to taking actions for the following week. When meeting the client again, we discuss the obstacles faced and the insights gained as a result, we then help our client set new actions and develop new habits to achieve the results they want. Delivery methods are flexible enough to be tailored to individual and organisational needs. They can include:

- Onsite one to one coaching
- Telephone coaching
- Small & large group workshops and presentations



Coaching is all about working with someone who believes in you and encourages you, about getting valuable feedback, about seeing things from new perspectives and setting your sights on new horizons. Every successful athlete and performer today has a coach of some sort. Kylie Hammond Coaches work closely with our clients who want to achieve their best, in any field.

Kylie Hammond Coaches are well-known and respected senior executives who have ongoing involvement across all major industry sectors. Kylie Hammond Coaches have a range of experience including line management to CEO and Board level, human resource development, talent management and consulting areas. Our coaches are highly experienced and skilled leaders with a passion for coaching and helping our clients to reach their full potential. The Kylie Hammond coaching team is focused on the needs of our clients and helping them to achieve personal and corporate outcomes. Most importantly, Kylie Hammond coaching is based on integrity, trust and respect for the people that we work with.

Executive and Leadership Coaching

Executive Coaching is for all Talented Executives who want to develop their leadership capabilities thereby adding a more powerful edge to their leadership style. Talented Executives will already be working effectively, but may have become aware they could improve their core leadership talents. Truly amazing leaders are able to role model successful leadership qualities consistently. Our Executive Coaching program helps individuals to become more aware of what works and what doesn't work for them in their environment.

The Kylie Hammond Executive Coaching Program will enable leaders to become truly amazing by learning to step back from the everyday and become highly effective at creating dramatic results by recognising and releasing the hidden potential of all members of their team. Executive Coaching is vital to unlocking each executive's natural strengths, courage, inspiration, and resourcefulness. Our Executive Coaches provide leaders with objective, unbiased and candid feedback and an objective perspective that executives can use to produce behavioural changes and in turn dramatically affect the organisations results.

Enhanced interpersonal skills will allow them to get the best performance out of their staff and a heightened self-awareness and self-discipline means these managers are easily able to inspire, positively influence and lead the staff around them. Examples of focus areas for Executive Coaching include:

- Effective leadership styles and behaviours
- Advanced listening and questioning
- Understanding the dynamics of change
- Understanding the decision-making process
- Emotional intelligence competencies
- Creating successful teams

Coaching for High Performance

Kylie Hammond Performance Coaches work with individuals to enhance their personal performance through an increased awareness of their behaviour. This can have a dramatic effect on individuals ability to make more conscious and thereby effective decisions, moving from reacting to responding. Taking time to examine how we operate, not just what we do can dramatically improve our performance and effectiveness in our lives. An increase in self-awareness can also create less resistance amongst managers to examine specific areas for performance improvement which in turn helps create more motivated, happy and productive staff. And of course this significantly impacts the organisations results including the bottom line results. Far from being soft, coaching addresses the real issues within organisations as coaching is essentially about change.

Tiny changes in managing the day to day and an increased focus on self management leads to managers being more optimistic at work and adaptable to change. More effective self management creates more time which in turn leads to allow more freedom to enjoy their work. Examples of focus areas for performance coaching include:

- Sales productivity and effectiveness
- Business results
- People management skills
- Project management skills

All Performance Coaching programs are tailored to the individual and in addition to the coaching can include subject areas such as:

- Leveraging strengths
- Personal presentation and style
- Communication models
- Delegation and people management
- Self/time management

Leveraging strengths and working with emotional intelligence competencies are also introduced during performance coaching as these are recognised as a key part of managerial development so they become more skilled at recognising and releasing the hidden potential of all members of their team.

Career Transition and Executive Career Coaching

Kylie Hammond Career Coaches work closely with all executives on career related issues. Examples of focus areas where we can provide executives with career coaching services, fully tailored to the individual include:

- Creating and executing a career progression or career change strategy
- Managing the challenges of a new position or promotion
- Re-entering the workplace after a career break
- Managing career transition following redundancy
- Effectively managing challenging subordinates, colleagues or management
- Encouraging high performance and increased efficiency
- Developing employee motivation and building employee morale
- Managing stress and work / life balance
- Career management techniques and identifying opportunities
- Managing office politics and networking

Kylie Hammond Career Coaches also work closely with individuals who are seeking a change in their career and we offer coaching services in a range of areas including:

- Finding your perfect career
- Positioning for promotions and transitions
- Making recruitment agencies work for you!
- Opening the door and interviewing like a star!
- Negotiating salary packages and pay rises
- Improving your work performance and becoming your own career manager

