

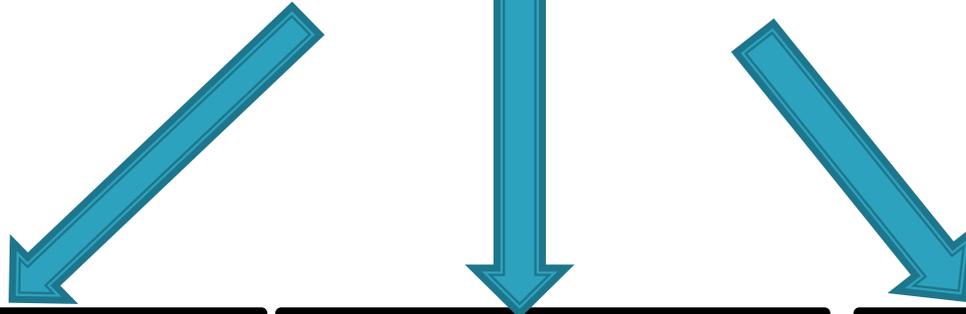
HERMES CONSULTING



COACHING SERVICES

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COACHING



DEVELOPMENT
COACHING

STRESS
COACHING

INTEGRATION
COACHING

Partnership
Self Awareness

Empowerment
Responsibility

COACHING



Development Coaching

The coachee is at the crossroads of life .

His/her self – questioning is deep and partly linked to organization or job.

He or she, feels to be at personal boundaries and is not confident to be able to make a next step in life.

Review is needed: presently used paradigmes are not sufficient or effective anymore;

expectations are not realistic or unclear;

objectives need to be reviewed, renewed

Is the change in it's objective and approach realistic and attainable?can it be managed? How?

Our support : analytical coaching

We support coachees in this personal, uncertain moment with specific coaching

This approach goes deeper than styles, competences and orients towards existential goal setting

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Stress Coaching

The person is stressed. Many internal sources can be found but person needs support

As long as he- she is not heavily out of balance, we can provide coaching

This specific coaching has following elements:

analyze stress sources, create a new life plan with stepping stones and tools.

Our Support : analytical coaching or short term therapy

We diagnose together causes and work together on methods, approaches for

stress coping and, the coachee understands how to avoid, proactively, to fall into stress

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Integration coaching

Leaders grow, leaders change jobs and organizations.

They face challenges – some examples:

Cope with uncertainty about personal competences, appropriate approaches

How to ensure fast quality achievements, be productive “asap” with new team

How to integrate –rapidly in the new job and adapt to new function and company culture.

Adapt to a new country and it’s national culture.

Develop relation with the present team: smoothly and productive

Our support : coaching for integration

Together with the coachee, we diagnose causes and patterns of challenges

The coachee develops appropriate action plans and implement actions (methods, approaches) for optimal functioning and developing preventive actions fo the future