

“ Business leaders typically know what they have to do. The problem most of us have is the gap between what we need to be doing and what we actually do. We probably already know everything we need to know in order to be outstanding organisation leaders. We don't need more knowledge, in fact, more knowledge can actually be unhelpful because it deceives us into thinking we are more competent because we have greater knowledge. Not so. Action is what makes us effective. ”

Coaching and Mentoring



You need Ergo's Coaching and Mentoring if...

You have been through a change process of some kind, or have identified a path on which you want to lead your team. Maybe you've come out of an offsite workshop and are fearful that the enthusiasm generated will dissipate once people get back to normal routines. An Ergo coach will help you keep momentum by clarifying next steps, keeping people connected and ensuring in your busy schedule you don't lose sight of important priorities.

You are swamped with operational activity and don't have the time or energy to focus on your own development. An Ergo coach will help create the space and then coach you toward development goals that you identify together.

You realise that despite your internal effectiveness, an outside perspective from someone you can trust is just what you need to keep you sharp in regard to your work and importantly your own journey.

Ergo's approach:

Unlike many coaching approaches, Ergo's Coaching and Mentoring happens with a first hand appreciation of your context. This is established through shadowing you, observing you at work or engaging in whatever other activity provides a context. We believe that better business value can be achieved by walking with you, rather than extracting you from your environment.

Although completely customisable, a typical engagement would include the following:

- 6 month duration
- Clear expectations with regard to outcomes and commitments
- An 'understanding' phase to appreciate context
- Fortnightly sessions that include activity planning and followup
- Ad hoc intervention activities as required to help deliver business and personal outcomes. These may include meetings with your team, reading articles or books, attending a workshop or conference, or any other activity deemed beneficial
- Email and phone access
- Program evaluation against agreed outcomes

The growing Ergo Coaching Network is a group of handpicked coaches of the highest quality. They represent a variety of industry experience, qualifications and coaching approaches so we can optimise the business and relational fit.

Ask Yourself:

Am I failing to get to important tasks, with crucial things getting crowded out by operational imperatives?

What would it be like to have an external perspective, someone I can trust to bounce my thoughts and feelings off without the internal politics?

Am I able to maintain the momentum of important changes among my team?

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