

DYER Global Solutions

‘COACHING’

Overview: Coaching supports whole, healthy and resourceful people in their personal and professional development. It consists of a series of purposeful conversations in a ‘Client-Coach’ partnership imbued with a thought-provoking and creative process that inspires clients to maximize their personal and professional potential.

Individual, Group, & Team Leadership Coaching

DGS conducts individual, group and team leadership coaching with International Coach Federation (ICF) qualified coaches. Our coaching may address specific leadership competencies, professional development, or other areas of focus and value for the client. Throughout the working relationship, purposeful conversations will be focused on the client outcomes. The client can rely on the coach’s honesty, integrity, and forthrightness in asking questions and making requests. Although DGS’ coaching proficiency is in the Leadership arena, we are part of a vast network of coaches and can make recommendations for quality coaches in a variety of areas.

DGS also offers **Team Coaching** as a specific field in the team development protocol. It helps teams expand awareness and deepen understanding of group dynamics, behaviors, and work habits. The coach relies on assessing and the use of specific actions to place accountability on the team itself to make improvements. Tools and resources are implemented to help the team expand awareness and shape skills to develop capabilities and capacity. This approach focuses the team on making real changes to improve team cohesion, effectiveness, and performance in order to achieve sustainable results.

Similar to Team Coaching, DGS offers **Group Coaching** as a facilitated group learning process framed with the intention of maximizing the combined energy, experience, and wisdom of participating individuals in order to achieve organizational objectives and individual goals. Participants also serve as peer coaches to each other for support and accountability.

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