

Focused on business outcomes



PBi Consulting is an executive coaching and leadership development company. Working in partnership with an individual or team we focus on unlocking potential through self awareness and application of their skills.

- Coaching for executives capitalises on the resources of the individual, helping them develop ideas, uncover solutions and set goals to achieve their professional and personal goals.
 - The organisational outcomes of coaching can be significant in terms of performance improvement, growing people talent and with evidence of a median 700% return on the investment.
- A PBi coach is a sounding board -- someone who is objective, judgement free and confidential – providing a balance of challenge and support.

Example case study

Situation: The new UK Managing Director of a recently acquired, under performing, company identified the need to change the organisational culture and behaviours of the senior management team. PBi were invited to create the appropriate development environment. Individual senior managers received 360 degree feedback allied with one-on-one coaching.

Result: Within 15 months of starting the coaching engagement, the company was recognised as the lead performer in its global division. Operating profit was doubled to 15%, management objectives were met and customer service revenues increased by 300%.

PBi Coaching is relevant to our economic times

We believe in using people capabilities to generate both above average business returns and enhanced personal performance. Our coaching services are tailored to support a client's current and future business objectives.

Executive coaching is appropriate in the context of building specific leadership behaviours, role transition, 'high potential' people development, managing change and business integration. Where appropriate these activities are supported by a suite of psychometric, analytical and appraisal tools.

PBi provides:

- ✓ Business focused, sector experienced qualified coaches, driven by achieving an ROI for the business
- ✓ Positive performance outcomes delivered by aligning individual and the organisation objectives
- ✓ Follow- up on how individual performance is changing and the impact on the business
- ✓ Coaching not only as an individual event but also as an organisational process driving systemic change

To hear more about how coaching can help your people produce **extraordinary results** contact:

