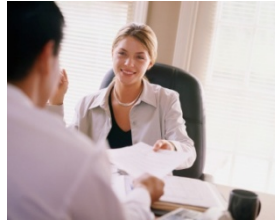


Just In Time



Coaching©

Just In Time Coaching offers coaching on a retainer basis aligned with the organization's commitment to training and development strategies.

This program is most appropriate for the learning organization that offers opportunities for skills and career development to its employees. This sort of company would consider on-going training as an investment in their people assets.

The retainer-based coaching concept first surfaced in the UK, with a well-known coach, who began coaching a group of dentists on an as-needed basis. The coaching evolved into an annual flat fee program absorbed by the entire group. This retainer service entitled anyone in the group to be coached as needed.

How It Works

My program is a flat-fee program designed to provide coaching to a number of individuals as agreed upon with the client company. This is a cost-effective alternative to providing individual coaching for high potential employees. In *Just In Time Coaching*, the organization selects individuals to further their skills and assigns them to join the coaching "gym." The coach then works separately with each individual and based on his/her schedule, will meet for coaching on specific issues or goals or when urgent or timely issues necessitate on the spot coaching.

Typically, the retainer contract is annual and can be as short as six months. The overall benefit of this exclusive plan is the ability to address issues in a timely manner: workplace negativity, obstacles to performance, difficulty with managing workplace relationships.

The obvious advantages of this service, is the significant savings in coaching fees. Buying coaching on a retainer basis will cost approximately one-third the cost of coaching one high-potential individual for one year. Providing an on-going, as needed coaching environment promotes the advancement of all those who participates, as well as, improving the workplace for others.

Please call or email to discuss how this exceptional service can benefit your organization.

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