

> NAVO Performance Coaching

Your connection to create breakthrough performance



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NAVO Performance Coaching connects leaders with their full potential, to create breakthrough performance. Success requires more than exceptional skills. Effective leaders need to sharpen focus, resilience, adaptability and the ability to change. Therefore NAVO coaching is the effective approach for professional and personal development. NAVO coaching enables individual growth for improved performance and personal excellence.

The coaches of NAVO Consulting have the highest possible professional credentials.

We work with board or executive committee members, aspiring talent, senior managers, and with those with exceptional potential or critical roles. We assist our clients to:

- Improve performance and maximize opportunity
- Ensure leaders have the capability to deliver critical objectives
- Enable leaders to adapt rapidly to changing contexts or markets
- Reduce risk when new leaders are appointed or promoted
- Align talent development with business strategy to optimize ROI
- Enhance success and avert potential derailers in succession plans

Due to our experience we know the topics, and the key issues of top managers.

Tailored to your unique environment, history and goals, we select the right NAVO approach to provide you a confidential sounding board in order to enhance personal leadership effectiveness within the current organizational context.

## > NAVO Coaching I process - tools - techniques

Based on a systemic paradigm - NAVO is a temporary guide to focus on the coachees strengths and abilities in terms of improving professionalism and self-competence. We see resources and potential – that's why we always work with options, visions and look for solutions in order to meet expectations and goals of stakeholders within the system. This is the way to change perceived problems into personalized, tailored solutions for nearly any situation.



> 3 step process



Briefing

Each process starts with a detailed briefing to identify the coaching objectives. This coaching contract outlines the time horizon, the goals, the success criteria and the level of confidence.

In case of different hierarchy levels a three way contract between the coachee, the manager and the coach is recommended.



Coaching Process

The coachee and the coach work jointly on a regular basis together to develop sustainable solutions. A typical coaching process lasts between 7 and 10 Coaching Sessions.

Quality time - we recommend half day meetings – an opportunity for the coachee to consciously slow down - to reflect, change perspectives and make the necessary steps to individual mastery.



Evaluation

The coaching always concludes with a process evaluation in form of a structured feedback of all stakeholders with relevance for the process.

> NAVO tools

Systemic Coaching tools, solution focused brief therapy, hypnosystemic approach, M.B.T.I., NLP (DVNLP), non-violent communication, transactional analysis, business economics, role play, Questionnaire, putting into practice.

> About NAVO Consulting

NAVO Consulting stands for more than 10 years of organizational effectiveness consulting. We focus on organizational and leadership development services utilize a systemic, integrated approach. During our many years of experience we have found the most effective approach for enduring success is to work in partnership with our clients.

Our clients are leaders with bold vision who know that investing in the quality of their leadership and culture turns vision into reality and creates sustainable excellence.



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