

BeamPines has been practicing and refining Career Development for over 25 years. We help our clients achieve professional and personal goals leading to enhanced business performance. Our Development practice is built on trust, support, relationships and experience. We take pride in providing an esteem-building, honest audit of each individual's assets, as well as solid support and advice.

Coaching Applications

- **Evaluation phase** – assessments examine vocational interests, strengths, competencies, developmental needs and potential. Appropriate career directions and the “ideal” environment and culture are discussed with the candidate.
- **Transition and integration coaching** – supporting executives who are taking on more responsibility, who are promoted to a job with a bigger scope or who are acculturating to a new company or division.
- **High-potential coaching** – supporting the development of future leaders and talent.
- **Skill building** – helping executives focus their development in specific areas of interest such as time management, stress, management, relationship building, etc.
- **Development feedback and succession planning** – supporting executives with the integration of performance feedback from various sources into a targeted action plan for development.
- **Remedial coaching or derailment prevention** – supporting executives with specific areas that are having a negative impact on their effectiveness.

Key Points

- Raises self-awareness in executives via assessment/evaluation phase and comprehensive feedback report.
- Helps develop executives' competence.
- Develops a Coaching Contract to establish clear expectations.
- Fosters productive working relationships.
- Mobilizes executives' talents and capabilities via an Individual Development Plan to achieve goals.
- Focuses on continuous development and leverages existing skills to a greater degree.
- Consultant responds to issues as they develop by offering advice and support.
- Demonstrates how company values people by investing in them.

What is the value compared to investment? Investing in people is essential to maintain motivation and productivity, especially in a challenging business environment. Career Development coaching is designed to support executives in achieving business results and improving performance. Investing in Human Capital means focusing on valued and retainable team-members to obtain higher performance. Retention savings and turnover avoidance increase the ROI exponentially.

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