



## Leadership Coaching

Executive coaching in tailoring leadership development. Working one-on-one with our performance coaches on your aspirations, goals, challenges, personal strengths, and any areas open for development. Together building the trusted partnership that enables and sustains inherent power and performance.

We partner with companies and senior individuals looking for executive coaching that is transformational and positively impactful on all those things deemed to be of the highest value, etching 'the bottom-line.'

Our coaching and development methodology is based on the principles of:

### **Te Whare Tupuna – Our Ancestral House.**



## Transformational & Re-empowerment

Through our coaching interventions and non-typical methods, we help leaders focus on current and future achievements in ways that promote a heightened awareness of the world around us, viewed through one's own inherent strengths, talents, personal identity, responsibilities, influencing sustained behavior change to grow and enhance all those things deemed to be of the highest value, 'the bottom-line.'

We take a holistic tikanga-centred approach based on principles of Mauritanga, Wairuatanga, Tino Rangatiratanga and Waioratanga and practice the wisdom associated with Tuhono, Purotu, Whakaritenga, Kotahitanga, Puawaitanga and Pareheretia, designed to effect positive change in people's lives and behaviour.



## Who is our Leadership Coaching for?

Leaders in any industry, from the Boardroom to team leaders and high potentials, all can benefit from the fast-track development provided by individual coaching. Our leadership coaching is meaningful and impactful to both the leaders being coached and the organizations they serve, helping leaders keep their engagements aligned and on track with the programme methodology.

## Team Coaching

We'll help raise your team's performance with team coaching even in difficult and uncertain times, creating high-performing teams.

Teams today are faced with an array of opportunities and challenges that they may not naturally be equipped to deal with. Team coaching facilitates the creation and ongoing growth of high-performing teams, including senior management level and those who work virtually.

## When to use Team Coaching?

Team coaching can be used both for high-performing teams and for teams who could function more effectively. It is used to enhance the dynamics and performance of teams in any situation including:

- ❖ Newly formed team to fast-track team cohesion and their path to high performance.
- ❖ To explore the culture of your team and develop the skills each individual requires to create a high performing, interdependent team culture.
- ❖ To build trust, relationship and understanding – the key ingredients for high performance.
- ❖ Exploring and defining roles and responsibilities.
- ❖ Supporting change and transition, including in the context of the new working environment created by Coronavirus.
- ❖ Creating alignment around vision, goals and purpose.
- ❖ Solving conflict difficulties among team members which affect the whole team.

## How does Team Coaching work?

Each team coaching journey is tailored to fit the specific needs of a team and the outcomes they wish to achieve. We work with your team to understand their needs and objectives and their current reality. We then design and deliver a series of bespoke workshop interventions. These focus on the team as a group system rather than a collection of individuals and are flexible enough to work with whatever comes up for the team in this space.

Team coaching workshops last 1–2 days and a team coaching journey may take place over a period of 6–9 months or more, with short virtual check-ins in between.

We base our coaching methodologies on the principles of Te Whare Tapa Wha, Whanaungatanga, and Tuhono which develop Mana as a holistic-group-outcome of the individuals that make up the team.

# FREE Introductory Consultation

## Step 1:

We offer prospective clients an initial one (1) hour meeting at no charge so we can gain the best understanding of your needs, ascertain how we might assist you, and generate a plan tailor made just for you.

## Step 2:

Then, if you wish to work with us, we provide you with a written proposal, outlining all costs, and a Client Agreement, outlining our Services, Terms and Conditions, that you will need to sign before we commence working with you. We can provide you our services at an hourly rate or under a longer-term contract (weekly and monthly), so we can best assist you, according to your needs, time and budget, while we work together to grow your business or develop your life.

## Fee Overview

**We offer Three (3) fee options to our clients:**

### Kaihautū:

- ❖ A fixed monthly fee to advise your company's Board of Directors, or
- ❖ An hourly rate applies based on the set number of hours outlined in our Proposal.

### Pūkengatanga:

For businesses an hourly rate applies for a minimum of 1.5 hours per week, including a one hour per week meeting either online or in person. Minimum Term is a 12-week period, payable weekly on the day of your appointment, and includes thirty (30) minutes per week travel time and associated strategy and business research costs. This service can be terminated through two (2) weeks' notice presented in writing.

For personal development an hourly rate applies for a minimum of one (1) hour and maximum of three (3) hours per week at one (1) session per week, and a twelve (12) week

minimum contract term. This service can be terminated through two (2) weeks' notice presented in writing.

- ❖ There is no cost to discuss your requirements with us.
- ❖ All client fees are discussed, quoted, and agreed upon in advance, before commencing.

## Fiduciary Disclosure

Virtual Kaiwhakahaere Limited is not an Authorised Financial Adviser (AFA), Registered Financial Adviser (RFA), or Qualifying Financial Entity Adviser (QFE) and does not itself provide Finance or Financial Products or Legal or Accounting Advice.

Virtual Kaiwhakahaere Limited may receive Referral Fees from Firms which Virtual Kaiwhakahaere refers its clients to. We advise all clients to seek independent advice from their Accountant and/or Financial Advisor, and / or health & wellbeing practitioner, professional and or Doctor.

## For your FREE no obligation initial consultation

Call us today on: **0800 624 763**

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