

CAREER COACHING AND DEVELOPMENT

We find the right person for the job.

We find the right job for the person.

The Haven Group Career Coaching And Development works with individuals and organisations. We believe that people have the capacity to grow and change. Our way of working takes into account respect for the human being - the approach is person to person based on respect, honesty, fairness and trust. Given that basis the following is a summary of how we proceed using strategy, tactics and skills.

A person works best and is happiest in a career that suits his/her personality, e.g. (a person with a salesperson's personality will find it very difficult to do an accountant's job which is very detailed facts and figures, and demands staying in the same desk from one end of the week to the next. Likewise a person with an accountant's personality will find it very difficult to do a salesman's job as it entails lots of rapid change and instant responses to many situations at the one time.)

To determine a person's personality we use the Personality Profile Analysis (PPA). This analysis gives us numerous reports, which tell us not only the person's personality but also how he/she works within a team or company and what the person brings to the team.

The reports included are:

- Written personal analysis
- Strengths and Limitations
- Training Needs
- Career Comparability
- Job and Person Comparability
- Management analysis
- How to Manage
- Team Analysis

The main value in coaching is that it takes into account the needs of the coachee in the context

of getting the job done. It allows the coachee to learn by doing the job as well as being told how to do it. The client is encouraged to take ownership of the process and to work through it always mindful that it is a learning process and making a mistake is not the end of the world - acknowledging and working with the belief that we learn from our mistakes.

The work is very much hands on. The client is given specific task to carry out from one week to the next; progress is recorded and monitored. Before Coaching takes place Personality Analysis and Fluid Intelligent testing is carried out, to insure that the client (coachee) is the right fit for the job that they are doing. It is working through the strengths and limitations of the client that we bring about maximum performance and work satisfaction
Person to Person Complicity

We build a strong compatible team. We can demonstrate to management how to motivate their team and deal with conflict resolution. We help improve strengths and address weaknesses in individuals and teams.

Our Service is designed to save time and improve interactions with both existing staff and potential recruits.

By using the various reports, it enables you to appreciate the behavioural preference of those with whom you work with.

When you know what motivates them your communications are simplified, management is more effective and performance is enhanced. We also provide Business Coaching, Staff Recruitment & Training and Personal Coaching.