



COACHING IS ENABLING MY TEAM TO THINK DIFFERENTLY.

Reona Jarvis

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COACHING FOR MANAGERS



IF YOU'RE A MANAGER WANTING TO GET MORE OUT OF YOUR TEAM, COACHING FOR MANAGERS IS THE COURSE FOR YOU!

With a background in social work and supervision, Reona Jarvis, Practice Manager at Monte Cecilia Housing Trust, had a passion for developing people but began to realise that there was something lacking with traditional supervision. She knew a change of strategy and new tools were needed for her to become a more effective leader.

Coaching appealed to Reona as she recognised it as a way of building a strong team. To equip herself with the skills to coach her staff, Reona enrolled in the three-day Coaching for Managers course at IMNZ.

“It empowers people. It’s a remarkable skill to have. It just builds people and I want to be able to continue to build people.”

Before the course, Reona says she was focused on the goals of the organisation, meeting targets and making sure her team was following processes rather than focusing on her staff as individuals. Coaching for Managers challenged her to approach her management role in a new way.

Over the three-day course, Reona discovered a new freedom in her role. The coaching skills and tools taught at IMNZ allowed Reona to examine her leadership style, and the high-quality tutors inspired her to dig deep and focus on herself and her team so they could work together in more creative, innovative and goal-oriented ways.

“This course has helped me to actually invest time into my team...allowing them to talk about the goals they want,” she says. “It has created so much productivity with my team because they are happier, grounded and they’ve got a way forward that they are owning, and that’s enabled me to relax and enjoy being in a leadership role a lot more because you are seeing the team work together.”

Since completing the coaching course, Reona’s team have been enjoying the difference in her leadership style and she has seen her staff, many of whom are new to the job, flourish as she utilises her new set of coaching skills with them.

Reona feels learning to coach her team has been a win-win situation. Her staff are happier, empowered, work better together and are more creative. With her new tools she is able to encourage her team to work towards their goals and find a sense of direction and purpose. Coaching has had a positive impact on her staff’s work which has brought better results for the organisation as a whole.

“Coaching is enabling my team to think differently,” Reona says. Her team are focused now on how their work goals bring about creativity and innovation in their industry. “They have really enjoyed the difference between supervision and coaching,” she says. “They have sought me out to have these coaching sessions.”

She believes organisations benefit from investing in the professional development of their leaders and teams.

“The more you develop your team, the better they are at doing what you want them to do and the greater results you get.”

