

When can workplace coaching help?

If you are a senior leader, or an HR manager, coaching can provide support. An independent coach can assist in situations where perhaps an external set of eyes could be useful. Gary has many years working in management roles helping people maximise their workplace effectiveness, and achieve a balance across their lives.

results-driven
workplace
support

Contact Us . . .

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Who are we?



Gary Oldcorn has extensive management and supervision experience which he draws on to support people across a range of workplace settings.

He understands workplace dynamics, including the challenging demands placed on all players. Gary is motivated to help others create their own success, guide their own development, and create high levels of satisfaction in their work lives.

Gary uses a range of coaching models to provide the motivation, accountability, and expertise to help people become more effective.

Education and Experience

Gary holds Master's degrees in Management and Civil Engineering, is a member of the Institute of Management NZ, and is accredited to administer the Saville Wave suite of psychometric testing tools.

Gary has over 25 years' experience as an engineer and manager of complex teams, specialising in the local government sector. This experience includes political interaction and management, community engagement, multifaceted technical judgement, strategic planning, business process improvement, project management, change management and organizational development.

Gary is known for his strong presentation skills, including his ability to achieve understanding across diverse groups of stakeholders and to build workable consensus in challenging situations.

Alongside coaching Gary is a PhD candidate at Massey University's School of Management, researching Information Overload in the context of workplace well-being. He is a member of the University's Healthy Work Group. Gary's earlier research explored workplace success factors associated with upward feedback.

COACHING
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... supporting people in your workplace:

- to build capacity
- to better understand themselves, and
- to strengthen performance.

Coaching services offered . . .

- Performance support
- Strengthening and managing relationships
- Managing change, and overcoming resistance to change
- Transitioning into management and leadership
- Enhancing leadership skills
- Communicating vision and engaging with stakeholders
- Succession planning and career development
- Finding balance in work and life
- Enhancing supervision skills
- Managing time effectively/prioritizing work
- Organizing and planning projects
- Effective delegating
- 'Managing up' through effective use of upward feedback
- Managing stress
- Professional development in technical environments

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What is workplace coaching? . . .

Coaching is a collaborative process designed to create long-lasting benefits in a client's career and life. It involves helping people define clear goals and set a specific time frame in which to meet them. The goals can be anything from overcoming a problem with personal interactions to achieving a professional objective.

Workplace coaching has a particular focus on the work aspects of a client's overall wellbeing.

The one-on-one relationship between client and coach helps the client determine what he or she wants to do, what's in the way of his or her progress, and how to move forward with a clear plan of action.

People use coaching during periods of life transition, change, or when they want to achieve a new level of skill and satisfaction in their workplace or personal life.

Gary's background allows him to provide effective support to people in a variety of workplace settings to achieve career success.

Workplace coaching operates in a practical and pragmatic manner to help address obstacles people may face in developing confidence, improving performance in their work roles, and generally increasing success in their careers and lives.

In addition to one-on-one individual coaching, there are times when teams and groups can find shared coaching or facilitated sessions helpful.

