

Jill Geisow - Profile

- Many years experience as HR manager reporting to the boards in different manufacturing industries
- Accredited Coach (international diploma of personal coaching & business coach)
- Member of the Association for Coaching
- Professional indemnity insurance



Costs

You can either pay me a small monthly retaining fee, or pay on a fee per visit basis.

I make no charge for discussing your tailored requirements and providing you with an estimate of my costs. You are under no obligation to contract my services after our discussion.

I can be contacted by telephone, email or through my Website.

Details below.



Coaching for Change

No-obligation contact details

Coaching for Change
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SMALL BUSINESS EMPLOYMENT SUPPORT & COACHING



Jill Geisow

- Recruitment screening & interview advice
- Employee disputes
- Teams or individuals not working effectively
- More cost - effective than in - house HR

I can offer a good Human Resources (HR) service for small businesses who cannot afford such a function in-house.

I can be called in to facilitate between company and individual or advise the business on the best way to deal with disputes and any other HR function.

I can save your business time and money by ensuring that staff issues are dealt with before they become costly problems that go outside the business to be resolved



Cost-effective Employment Advice for Small Businesses

Employee screening and interview

I can do 'first' interviews and CV sifting, only recommending appropriate applicants for further interview, or I can join an interview panel.

Disputes

Note that as a professional within this field, I am only able to work within what is laid down by law – I can, however, be very successful at getting both sides to discuss the issues openly.

Because I am not an employee of the business, I can give my advice without prejudice, but the company will always have my findings explained to them first.



Coaching & mentoring individuals within businesses

I can provide this function with a number of important objectives. Staff may have personal issues which are affecting their working lives – often resulting in sick leave where the note says 'suffering from stress'. In this case I help to find the individual a way forward, with the understanding that the personal issues would only be discussed with the company with the person's agreement.

Resolving this situation can be of major benefit to the business as well as to the individual concerned.

Another benefit of coaching is to assist newly-promoted or prospective candidates for promotion to move seamlessly into their new roles. A significant problem can be issues of confidence– e.g. staff becoming the 'boss' of others they have previously worked 'alongside'. *Listening* now becomes a larger part of their working life.

I approach this by training the individual to *really listen* Not just to what is being said, but to what can be inferred . Using coaching techniques I can train an individual to ask *powerful questions* that call for a definite answer.

Working with business groups & teams

One of the most common issues holding back business progress is the failure of a team to work well together. Many things can go wrong: poor leadership; lack of effective communication or simply failure of key individuals to engage with the team's objective or the other team members.

I can encourage teams to understand that working together and keeping each other informed is more satisfying and rewarding than working in isolation and resorting to a "blame game" when things go wrong..



Coaching for Change

It's my business to help yours