



Distinctions Qualified Coaching Panel

The Qualified Coaching Panel (QCP) has been designed to meet organisation's on-going coaching needs, by bringing together a network of skilled professional coaches, through one central point of contact. It is founded on the principles of *expertise, sustainability, and collaboration*.

Distinctions have carefully selected each Coach to ensure that our professional standards and approach set a benchmark for excellence within the industry. They bring a wealth of business experience and a personal understanding of what working in a results oriented, high pressure environment demands of the individual.

Coaching delivers high impact personal and professional development by addressing the core needs and motivations of individuals and teams. This is reflected in the CIPD's latest L&D Survey (2014), which states that the main areas of *focus for leadership development are;*

- 1. Aligning culture and behaviours**
- 2. Staff Engagement**
- 3. Developing Leadership**

Establishing a coaching programme *requires no up front investment* and can be implemented with a wide range of control measures in order to manage your budgets.

However, due to common assumptions around cost, scale of delivery, administrative burdens and challenges around reporting a return on investment, what typically occurs within the organisation is what we've come to call '*Fire Cracker Coaching*'. It burns bright and beautiful at the time, but the long term impact is a mere cloud of smoke. The results are difficult to measure and the value of the investment begins to diminish within months.

We have designed a programme that allows you to introduce coaching in cost effective, sustainable and measurable way. It forms an integral part of a powerful employee development strategy, that will deliver on your immediate and long term organisational goals.

To achieve this, we will co-create a programme that meets your specific needs, ensuring that the QCP is reflecting the unique dynamics of your workplace and the organisation's overall strategic objectives. Key to this is establishing clear process of engagement, a communications plan, benchmarks and methods for measuring and reporting outcomes. Contact us to find out more or to discuss your specific needs.

Source: Gallop Q12 Survey 2012 Report



About Distinctions

Distinctions work with business owners and senior managers to help them clarify goals, increase work-force productivity, and improve the effectiveness of business processes. We are obsessive about empowering people in business by promoting strategic thinking, implementing self-sufficient work practices and delivering sustainable business results.

QCP Key Service Deliverables

- **Ease of implementation**
- **Evidence based evaluation**
- **Sustainable resource**
- **An integrated approach**



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