



"Great things are accomplished by talented people who believe they will accomplish them."

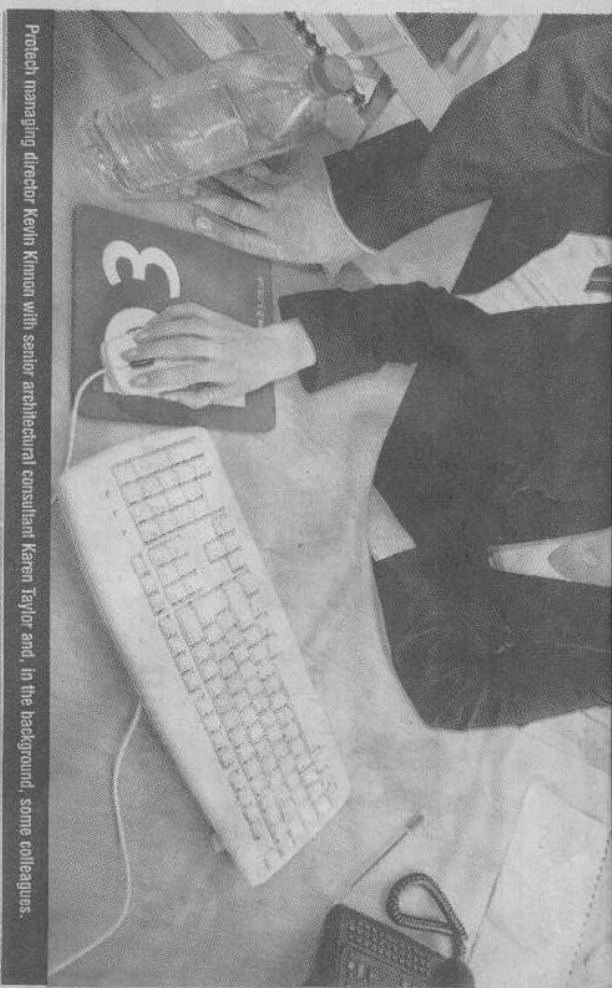
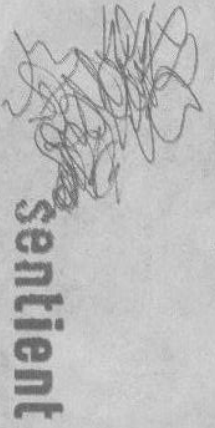
People will achieve remarkable things when they start thinking they can.

When we believe in ourselves, we have the first secret of success.

Discover how you could use coaching to accelerate your organisational and people learning and development

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Protect managing director Kevin Kimion with senior architectural consultant Karen Taylor and, in the background, some colleagues.

Leaders: the next generation

IT'S good to talk and, as a result, Sentient has been listening to a lot of people over the past two months.

One of the region's leading business coaching organisations, Sentient has been conversing with some of the influential players in HR and training in the region to identify the latest trends affecting 'people development'.

The substantial survey has so far seen the business speak to more than 150 organisations across all sectors. Perhaps not surprisingly, the initial analysis from the study shows a continuing requirement for technical and industry specific training.

Additionally, the responses have shown an increasing focus on the development of key competencies in leadership, change management and the development of the next generation of leaders.

Interestingly, the analysis is identifying those trends which are becoming more prevalent. More and more organisations are moving away from "chalk and talk" training methods and moving towards an action-orientated approach to learning which provides tangible benefits to both the organisation and the individual - particularly in workforce development.

After talking to various businesses from a wide range of industries, our findings are confirming what

we believed to be true," said Sean Murphy of Sentient. One of the common themes emerging from the research has been the recognition of the value of an internal coaching competence and capacity to act as the catalyst for sustainable organisational learning, leadership and growth.

"Our initial findings have indicated that the expectations of leaders and managers are ever demanding and what was once seen as acceptable is now seen as autocratic and disempowering," said Sean. "Organisations are increasingly looking for opportunities to introduce a coaching management style that creates a motivated and empowered workforce."

The findings confirm that HR and training managers need their people to go further to reach their full potential and to contribute more to the success of their organisations through having a clear understanding of the role coaching has to play in accelerated learning.

In a world that is both constantly changing and challenging, achieving results through employees requires us to go beyond traditional training approaches. Those organisations able to embrace the challenge of an empowered workforce will attract, retain and engage the people that will ensure increasing and sustainable success