

January 2006

Vista Development Consultancy

Volume 1, Issue 1

## New Year New You:

*We have designed a coaching programme to help people set resolutions that they will keep and have the best year yet!*

## Quote:

*"If you don't know where you are going how will you know when you get there?"*

## Welcome

"I am delighted to introduce you to our first newsletter – this will be issued to you quarterly to update you on issues relating to our core philosophy of; 'improving and developing individuals and organisations'. I hope you find the newsletter interesting and useful.

2005 was a fantastic year with many of you achieving success in your personal goals through coaching and in your business goals through Investors in People. I would like to take this opportunity to thank you all for choosing to work with us and we hope to continue supporting you in the months and years to come.

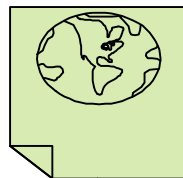
Best wishes to you all for a great new year and a successful 2006".



## We've Changed !

'Jane Baggott Associates' has moved forward into a consultancy offering a wider portfolio of services to support organisational development and individual improvement. We have therefore re-launched ourselves as 'Vista Development Consultancy'.

Visit our new website for more information of the broader spectrum of services available at:



[www.vistadevelopment.co.uk](http://www.vistadevelopment.co.uk)

## Training

As well as offering management development programmes we have noticed a sharp rise this year in the need for training on specific aspects of management, such as performance management, decision making, problem solving and business planning. Training should always be seen as part of a series of stepping stones to achieve specific outcomes so this shift is extremely positive as it indicates that employers are identifying much tighter and more measurable desired outcomes from the investment made in training staff.



### Coaching Tip:

*How often do we say or hear other people say "I would love to do that but I don't really have the time,"? that closes the door on the matter.*

*Simply turn that around to "I don't really have the time but I would love to do that" and see the difference it makes! The option to do something about it is left tantalisingly open.*



## Investors in People

As with everything these days, change is constant. The current (new) version of the Investors in People Standard was released at the beginning of this year and has been running alongside the 2000 version.

From 1st January 2006 the current version will be the only one available for use. This has strengthened the links between the Plan–Do–Review cycle and has brought more focus on business / organisational improvement. It also encourages managers to work openly with their teams much more to engage people and to empower them to take responsibility.

Make sure you have mapped your activities against the Standard and are familiar with the additions and changes.

## Coaching Brings Immediate Results

Research by the Personnel Management Association indicates that training increases productivity by 22%. Training with the addition of coaching increases productivity by an impressive 88%.

### So, What is Coaching?

The philosophy of Coaching is a simple one. It is that we have already within us the resources that we need to facilitate change and achieve what we want. In reality, stuff gets in the way. Most of us don't work to a plan, we deal with life as it's thrown at us and just dealing with that is achievement enough.

Coaching is about working out a plan - it's about setting goals and creating an action plan to achieve those goals. Apparently, only 3% of us actually write down our goals and then plan to achieve them. Funnily enough, those 3% tend to be the most successful people!

### How Can Coaching Benefit You?

Your Coach will help you set your goals and work with you to create your action plan. This can be in any area of life - health, career, relationships, finances, self-confidence and so on.

## Privacy Policy

You have been sent this email as you are in our list of contacts. We will be publishing a newsletter about every 3 months. We fully understand and accept that it might not be of interest to everyone. To unsubscribe, please email us at [enquiries@vistadevelopment.co.uk](mailto:enquiries@vistadevelopment.co.uk)

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