

June 2006

Vista Development Consultancy

Volume 1, Issue 2

*Vista's latest
recruit...Olivia
Baggott!*



**Investors in
People Week
is...**

6th—10th
November 2006.
This will also be
coupled with a
celebration of
Investors in
People's 15th
Anniversary.
Watch press from
your local Business
Link or Quality
South East for
activities.

Welcome Back

"...to our second newsletter. Thank you to all of you who sent such positive comments following the last issue. It has been a great start to the year with many of you experiencing success in Investors in People recognition – we had 14 clients achieve recognition in the first ¼ of the year – Congratulations to you all.

A Personal Note

As many of you are aware I have not been out and about personally for the last few months whilst I have been introducing our new daughter to the world. I would like to say a big 'thank-you' to everyone who sent such kind notes and cards, we really appreciate it.

Thanks also to Vista's wonderful team of Associates who have maintained our high standards with their work.

I'm getting back out now so do get in touch if there is anything you need".

Best wishes

Jane

FAQ of the Month

Here's something I hear a lot: "What is the difference between mentoring and coaching?"

Mentoring can be defined as a process in which one person (the Mentor) is responsible for overseeing the career and development of another person (the protégé), **outside** the normal manager/subordinate responsibility. Mentors usually also provide the protégé with a wider understanding of the organisation, strategically and politically.

Whereas, Coaching is more a matter of one person (the Coach) helping a less experienced person to learn how to become more effective in relation to specific competences. The Coach can also be the person's immediate manager.

Both Mentoring and Coaching are about guidance, but Mentoring is usually about an experienced person (the Mentor) guiding someone's development based on their own experience and knowledge, whilst Coaching is very much about helping the person make their own decisions. The Coach cannot advise, they must facilitate the person so that they can make their own sound choices.

Associate Profile

Many of you have not had chance yet to meet all our Associates, so we have decided to include a profile for different people in each issue. Starting with an introduction to **Jules MacMillan**;



Jules' Top Coaching Tip...

To be focused towards what you want rather than what you don't want. For example being really clear about where you are headed and the positive benefits you will achieve. To achieve your goals easily just do this, be really specific, want to achieve it, believe you can achieve it, picture, hear and feel what your goal will be like when you have achieved it and finally act as if you already have it.



Based in Worthing, West Sussex Jules is an experienced Trainer and Coach. She is qualified as a Master Practitioner of NLP (Neuro Linguistic Programming), Time Line Therapy, and Hypnosis. She uses these techniques to help both Individuals & Businesses to transform.

How do you use coaching and training to help clients?

With individuals the focus is on High Impact Coaching, designed to let go of issues holding them back like Fears, Phobias, Low Self Esteem, Lack of Confidence or to Quit Smoking or Lose Weight.

With Businesses I offer a combination of one to one coaching with key members of staff, and group training all geared to improve communication skills & enhance performance. Particular focus includes:

- Providing real insights into personality traits, communication streams and work based relationships
- Identifying strengths and weaknesses within team structures and how to utilise that to improve team dynamics
- Providing insights into individuals work based values and motivations which can be used as part of a performance management system.

Tell us about any recent successes

One to one coaching with a Senior Marketing Manager in the City to help them overcome work related stress and anxiety and to provide individual training on how to utilise personality profiling to better understand and manage their team more effectively.

On the personal side there have been recent successes in ridding a client of a lifetime fear of spiders and helping someone who needed to regain his confidence, which he now has with great results.

For an initial FREE consultation with Jules call 01903 730655



Investors in People

Investors in People UK is looking for the best organisations in the UK that have been exemplary in their use of the Standard and are prepared to share good practice by demonstrating to other organisations how Investors in People has made a difference to them. In return 'Champions' will earn the right to carry the title 'Investor in People Champion' for the next three years, along with other benefits.

So if you think that your organisation has got what it takes, please visit www.investorsinpeoplechampions.co.uk

for more information on the programme and Champion best practice activities.

Indicators 4 & 5

Since the introduction of this version of the Standard many organisations have struggled with indicators 4 & 5;

Indicator 4: The capabilities managers need to lead, manage and develop people effectively are clearly defined and understood.

Indicator 5: Managers are effective in leading, managing and developing people.

Here are some tips on how to approach the requirements:

- Managers exploring the business objectives and defining what they need to do to ensure they achieve them
- Creating management capability frameworks
- Brainstorming as part of management away days
- Running focus groups with staff and / or representative groups to find out what they think managers should be doing to be effective
- Using Performance Reviews to gain feedback on what managers are / should be doing
- Use existing frameworks, such as NVQ to rework into a company specific set of management capabilities
- Incorporate into business planning and company values

Business Extra

A monthly workshop & networking opportunity run by Jules MacMillan; ideal for people who want to learn techniques to:

Boost motivation & confidence
Improve customer relationships
Manage & understand others

Increase sales
Maximise networking
Communicate more effectively

At just £35 per person Business Extra offers fantastic value for money, is great fun and easy to apply to your business life. Located at the Burlington Hotel, Marine Parade, Worthing. 6.15pm – 8.30pm. New dates being released shortly.

To reserve a place please call 01903 730655

For any further information or advice contact us at:

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