



Coaching That Works

John Viktorin is the go-to resource for businesses looking to turn their **at-risk** or **rising star** talent into valuable and valued top talent. His coaching philosophy is simple:

- Change and challenges are all around us. Sometimes they require managers to make a big leap in soft skills; or influence and enable their teams in different ways; or require a senior leader to work differently, to show adaptability. Not everyone has the tools readily at hand to be successful on their own.
- A great coaching process produces both quick wins and long term results that are customizable to the unique needs, circumstances and desired outcomes of the key stakeholders (coachee, their boss, HR). Coaching must have clearly-defined objectives and measurable results.
- True coaching success is not about a one-time “fix”; it’s an ongoing journey of personal and professional development. However, ongoing doesn’t mean the coach has to be there every step of the way. Coaches should be working themselves out of a job while giving their clients the tools and processes to continue their journey on their own.

Coaching Services

Service	Description	Target
Performance	Behavioural-based coaching geared to improving effectiveness on the job and with others.	At risk employees
Development	An enhancement to existing development programs or a fast solution to strengthen leadership and management skills.	Rising stars
Career	An enhancement to existing onboarding or succession planning programs, or a solution to getting respected long-time employees to move on.	Loyal employees moving in, through or out of the organization

For information on our fees, please contact us to discuss your unique situation.

So what makes us different? We’re big believers in walking the talk. These are some of the results we’ve produced:

- Transformed an at-risk manager into an award-winning employee.
- Turned a senior director “micro-manager” into an effective team leader.
- Converted a dysfunctional board of directors into a functioning and aligned team.
- Turned a “disruptive and demoralizing” senior executive into an influencer and enabler.
- Focused a senior manager on internal career opportunities.

“A coach is a catalyst for getting a coachee to recognize and analyze the impact of their actions and words, and to then develop and implement tactics that get the right results.”

—John Viktorin

Coaching Process

