

(W)Right Coaching, affords you a definitive moment in time to achieve anything you set your mind to, attain self mastery, and reach previously unimagined heights.

Executive, Leadership, & Management Coaching Needs & Benefits Assessment Questionnaire.

Print this form out or save it to your hard drive and then complete it.

Below is a series of statements and questions.

- If you answer yes to any of the questions in the questionnaires below, or
- You pose the question below (*) to each of the points in the questionnaire and answer **yes** to the question posed,

Then coaching will definitely fulfil your needs and be of great benefit to you, and or your company/organisation!

Take advantage of our one complimentary coaching session now by contacting us without delay!

The question * to ask in respect of each point below is, "Is this something I need and or want in my personal or work life?"

Tick the box if your answer is yes.

To a large degree, **junior**, **middle**, **senior management** and **executive** coaching encompasses elements of relationship, career, life, performance and leadership coaching.

1	Do you want to master personal and or company/organizational choice and problem solving capabilities?
2	I want faster realization of personal and or company/organizational goals;
3	I need to identify my and or my companies/organisations Strengths, Weaknesses,
	Opportunities, and Threats (SWOT), and analyse the Threats, Opportunities,
	Weaknesses, and Strengths (TOWS) and associated strategy & plan;
4	Do you want to make more effective use of resources (people, equipment, technology, etc)?
5	Do you need to bring about the development and introduction of positive, sustainable corporate values?
6	We need to ensure our behavioral patterns are aligned to personal and business goals, and drive them forward;
7	I need to focus on making the right strategic moves,
8	I need well developed communication methods and styles, ensuring clear, effective and constant communication;
9	Do you need an improved ability to set and achieve appropriate, measurable business goals?
10	I need an increased ability to think strategically and choose the most suitable course of action;
11	Do you need and want to accelerate the development of managers and leaders?
12	On an ongoing basis I need to overcome work challenges and find lasting solutions;
13	I need to ensure behavioural and performance related matters are dealt with appropriately, professionally, and timely;
14	I need improved managerial assertiveness and effectiveness;
15	Do you need to improve work environments, where line management and employees know what is

- expected of one another? **16** I want to bring about a learning organisation which encompasses mutual feedback, resulting in a feedback culture; 17 I want to use and or increase the use of praise and recognition resulting in increased motivation; Do you want to bring about a culture and situation of ongoing performance improvement and 18 increased productivity: 19 Two of the greatest tools that leaders have in leading others, are their **personality** and **behaviour**. As a leader, do you want to significantly enhance these, thereby improving and maximising your impact on others and your company/organisation? A key contribution leaders make is how well they influence others around them, are able to 20 communicate ideas, walk the talk in terms of demonstrating the behaviours they talk about, and finally, inspire their team in striving to achieve common goals. Do you want to unlock and enhance these inherent abilities within you? 21 Attracting, retaining and developing staff in today's ever-changing world is important to ensuring sustainability. Executive and leadership coaching encourages executives and leaders to lead by example; discover improved ways to support their teams in engaging in ongoing professional personal skill development courses/programme's, as well as being highly committed and motivated (and imparting the commitment and motivation onto their staff). Do you need and want to adopt, embrace and maximize your effectiveness in these areas (professional skills development, lead by example, etc)? 22 Coaching can assist individuals to learn new or improve skill sets and abilities; improve their effectiveness (E.g. communication, communicating vision, team building, or delegation); enhance competencies and characteristics required for their current or future job, and formalising coaching in leadership roles where leaders become a manager, including a role as coach. Do you need and want to adopt, embrace and maximize your effectiveness in these areas? 23 Coaching can result in employees and management alike experiencing greater enjoyment and pleasure at work, improved time management, higher productivity, improved client relationships, greater efficiency with colleagues and clients alike, higher incomes, increased motivation, improved life balance and greater fulfilment. Do you have a need for one or a combination of these outcomes? Research by the International Personnel Management Association, results of which were published 24 in January 2001, concluded that "ordinary training typically increased productivity by 22%, while training combined with coaching increased productivity by 88%". Do you need and want your company/organisation to benefit from this phenomenal value add? Coaching provides structure, guides assessment, provides focus on the issues and results, and 25 directing energies, encourages the full utilization of strengths, sets forth ways to identify weaknesses and transform them into strengths, applies feedback and review of the key is sues, and assures reinforcement of the appropriate behaviours and positive results. Do you need any of these either as an individual or within your company/organisation? 26 I need to increase my and or my teams ability to clearly define and exceed business and personal objectives through sustained peak performance: 27 I need to heighten my and or my teams clarity and flexibility in strategic thinking; 28 Does your team need greater team motivation, improved performance? 29 There is increasing evidence that coaching is one of the most powerful ways of developing people and adding to bottomline business performance. A study of Fortune 1000 company's using coaching showed that it resulted in: An increase in productivity (by 53%), Increased customer service (by 39%), Increased retention of senior people (by 32%), 0
 - o Reduction in costs (by 23%),
 - o Increased bottomline profitability (by 22%).

The same survey reported that the individuals who received coaching saw:

- o Improvement in working relationships with colleagues and staff,
- o Improved working relationships with their direct line manager,
- o Improvement in team-working,
- o Reduction in conflict,
- o Improved working relationships with clients.

In another survey, the Chartered Management Institute showed that 80% of coached executives said that they would benefit from coaching at work and dismissed the

	suggestion that coaching was a fad. In addition, 96% said that coaching should be			
	available to employees regardless of seniority.			
	Do you need these kind of results within your company/organisation?			
30	I want to achieve personal mastery;			
31	Do you want to transform from your current state to your chosen future desired state?			
32	I want to be a focused, value add, high performance and highly effective individual/manager/leader;			
33	Do you want to improve and maximize your performance & leadership skills, abilities and effectiveness?			
34	Do you want your staff members, management and executive team to transform their lives, undergo			
	personal reinvention and lead balanced, purposeful, fulfilled lives (inclusive of yourself)?			
35	Do you want to clearly define and achieved company/organisation agenda;			
36	Do you want the realization and utilization of (you as an individual, including your staff, and			
	management and executive team): -			
	 Limitless potential, life purpose and passion in life; 			
	 Dreams, aspirations, wants and needs; 			
	 Individual and company/organizational legacy; 			
	 Personal and company/organization vision; 			
	 Personal and company/organization ethics; 			
	o Creative mind power (What You See Is What You Get ®);			
	 Defined future self and or future company/organization; 			
	 Master of their own/company/organizations destiny (collective thought); 			
	 Personal and company/organization long term goals; 			
	o Enhanced problem solving capabilities; and			
	o Self Management.			
37	I want to create personal and or company/organisation opportunities and bring about the creation of			
	a defined future;			
38	Do you want to change behaviours within the system to bring about positive outcomes?			
39	I want to achieve a whole person (mind, Body, Soul, Spirit) state;			
40	I need to use effective interpersonal communication skills.			
42	If you ticked any one or a combination of the foregoing points, would you be comfortable if our			
	professional Transformation Coach contacted you to set up a meeting in order to explore the			
	immense power of how Transformation Coaching can enable YOU to achieve those items			
	ticked above? Mark the box with a "ves" or "no".			

If you answered **yes** to any of the foregoing questions, kindly provide your personal details below and then fax/e-mail the **completed form** to Steve Krummeck on the contact details at the base of this questionnaire. Steve Krummeck, the owner of **(W)Right Coaching** will contact you shortly. Thanks for your time and congratulations on taking the first step in an exciting and fulfilling journey. **We look forward to being of service to you!!**

First name and surname	
Name you prefer to be called	
Work telephone number	
Cell number	
Other contact number/s	
E-mail address	
Best time to contact you	

(W)Right Coaching Contact Details

Steve Krummeck – Owner. Tel (011) 704-1395, **Cell** 0829000679, **Fax** 0880117041395.

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We enable individuals, companies and organisations to transform from their current to their chosen desired state. The coaching process makes it possible to be more focused, and raise the level of performance, thus becoming highly effective. We facilitate personal mastery, the transformation of people's lives, personal reinvention, and enable people to achieve any, or all of their goals, and to lead purposeful, balanced and fulfilled lives.