

Services Offered

“You create your universe as you go along.” (Winston Churchill)

Courtesy



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 balanced purposeful, fulfilled lives.

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(W)Right Coaching offers the following services

Coaching (group and one-on-one)

It has been said professional Executive, Leadership, and Business Coaching is the second fastest growing industry in the world.

(W)Right Coaching offers group and one-on-one coaching to individuals and organisations through a number of methodologies and processes. Positive Psychology is also intertwined into our coaching offering (which is often used in organisations / businesses wellness programmes). We pride ourselves in affording you a truly superior coaching experience.

Business Coaching

With over thirty years of hands on experience in the corporate and business sectors, alliances with top class Organisational Development Practitioners, we are well placed to offer businesses and organisations re-engineering / organisational development, talent management programmes and leadership & development evaluation and implementation interventions, implementation of coaching programmes, Coaching Conversations workshops, and assessments.

All of the foregoing interventions are customised to suite our clients' needs thereby ensuring maximum value add to the business / organisation.

Extensive consultations between key and identified stakeholders within our clients' environment ensure a holistic, strategic approach is adopted and implemented.

We use a multitude of leading edge coaching interventions, including a number of internationally recognised **assessments**, thus affording you a leading edge service offering.

Coach Training Workshop – Coaching Conversations (For Supervisors, Managers, & Executives / Leaders)

This two day workshop will train you, up-skill you, develop you, empower you, and give you the tools, know how, and expertise, to hold, manage, and lead quality professional Coaching Conversations with you staff and or teams. Coaching is recognised worldwide as one of the most effective 'means' to maximise individuals and teams development, self-realisation, interconnectivity, interdependence, behaviour enhancement, improved cognitive functioning, AND most importantly, innate power and full potential. The Coaching Conversations workshop assist you move in the direction of achieving the outcomes of a professional Executive / Leadership and Business Coach at a FRACTION of the cost of one-on-one and or team coaching.

Strategy and Business Plan formulation

To a large degree businesses / organisations success is dependent on a well develop, implemented, and executed strategy and business plan. Thirty years of formulating and implementing strategies in the corporate sector, as well as for clients' of my own business, positions me perfectly to supply a leading edge service in this regard.

Assessments

We use a multitude of internationally recognised assessments, thus affording you a leading edge service offering.

On occasion we recommend the use of assessments be included in interventions, where appropriate. Through a consultative process (an industrial psychologist will be included in said discussions if need be) we discuss, explore, and agree upon the most suitable, value adding assessments, whether they will add value and enhance the overall results of the coaching / other intervention/s. The outcomes of the assessment/s are integrated into the coaching intervention, thereby ensuring maximum return on investment. **Assessments are optional** and highly recommended.

If appropriate and agreed between all stakeholders, an Industrial Psychologist from the assessment centre is included in the upfront "briefing session", thereby affording an opportunity to discuss any further assessments that should be included in interventions, (thus affording maximum return on investment for the coachee {the person being coached}).

Ethics and Integrity Assessment

The Assessment measures the level of integrity and the prevailing ethical climate inside a company / organisation and is an integral part of good Corporate Governance and sound Ethical Practices. Employees are requested to respond to a range of statements that may include elements of the following areas:

- Understanding of the organisations policies;
- Awareness of and familiarity with the organisations standards and policies;
- Reliance to learn about the organization's standards of conduct;
- Communication and training on the organization's standards of conduct;
- Reactions to violations of the organisation's standards;
- Perceptions about the commitment of senior executives, managers and supervisors;
- Where employees go to find advice about ethical and unethical behaviour;
- Where employees go to report un-ethical behaviour;
- Potential consequences of violations of a Code of Ethics and unethical behaviour;
- Reasons for violations and unethical behaviour;
- First-hand knowledge of unethical behaviour.

Happiness Now Thermometer - HappyMeter

A growing body of research is demonstrating that as we become happier, the quality of our lives improves dramatically and in general we become better people. **As we become happier we become more compassionate, more creative, more energetic, more financially successful, more emotionally and physically healthy, and more effective and productive in the work place.**

Businesses and organisations' (hence forth referred to as "business" / "businesses") that have a happy culture and happy employees, a happy way of being, enjoy all the foregoing as well as reduced stress levels and reduced absenteeism, and therefore less medical claims. In individuals there is greater commitment, confidence, self belief, motivation, contributions in general, and more of an inclination towards achieving their and the businesses / organisations' full potential. Research shows that anywhere between forty to sixty percent of the population is unhappy at any given point in time, equating to a large percentage of the population / of your employees either not enjoying, or enjoying less of all the foregoing. This alone is a powerful case for being happy and or bringing about a positive, happy culture within your business, and therefore measuring the levels of happiness in your business.

Within the business, the HappyMeters' will measure (amongst other key areas) individual and collective levels in relation to:

- Values – whether individuals values are lived and whether the businesses values compliment / are in conflict with personal values;
- Personal and group happiness levels;
- Elements of the culture relating to happiness;
- Energy levels and ability to focus;
- Effectiveness & productivity;
- Elements relating to individuals personal power, potential, and self mastery being nurtured, lived, and promoted;

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- Energy levels of individuals and the affect of said levels;
- Motivation levels;
- Job satisfaction;
- Commitment;
- Happiness levels;
- Happiness in relation to unwarranted absenteeism;
- Happiness levels in relation to illness.

Happiness Now Workshop Assessment

During our unique Happiness Now Assessment, two European assessments are used to determine how happy / unhappy individuals are, as well as how good or bad individuals are feeling. The outcomes of these assessments' highlight individuals who are not happy / could be happier, those who feel bad as apposed to good, and therefore those individuals who should go on our Happiness Now workshop. Scientific evidence shows that individuals who attend happiness workshops such as ours, enjoy the benefits outlined above.

Other Assessments

Over and above the foregoing we use a multitude of internationally recognised assessments (we are able to offer on over one hundred internationally recognised assessments), thus affording you a leading edge service offering.

On occasion we recommend the use of assessments be included in interventions, where appropriate. Through a consultative process (an industrial psychologist will be included in said discussions if need be) we discuss, explore, and agree upon the most suitable, value adding assessments, whether will add value and enhance the overall results of the coaching / other intervention. The outcomes of the assessment/s are integrated into the coaching intervention, thereby ensuring maximum return on investment. **The assessments are optional** and highly recommended.

If appropriate and agreed between all stakeholders, an Industrial Psychologist from the assessment centre will be included in the "briefing session", thereby affording an opportunity to discuss any further assessments that should be included in this intervention, (thus affording maximum return on investment for the coachee).

Workshops (coaching, personal and business transformation)

Over and above our pre-designed workshops, we develop and **design workshops tailored to YOUR specific desired outcomes and** or what we determine necessary to include based on our findings (through a consultation process) in the area concerned.

Example of workshop themes are as follows: -

- Effective goal setting and achievement thereof;
- Becoming a strategic and inspirational leader;
- Finding and living your purpose and destiny and living both with passion;
- Achieving self-mastery;
- Actualising your thoughts;
- Finding balance AND living it;
- Fraud and corruption awareness; and
- Total Ethics Management.

These workshops are professionally hosted by Steve Krummeck (and other professionals is necessary) who has been fortunate enough to facilitate a wide range of topics over the last ten years, both locally and abroad.

"The Game of Life & Success – The Steps to Self Mastery & Happiness" workshop (Personal Transformation & Personal Mastery workshop)

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This is arguably the most powerful transformation programme available on the market. The workshop was developed as a consequence of my book, *The Game of Life & Success – The Steps to Self Mastery & Happiness* being published, as well as the HUGE need worldwide for individuals to transform their lives, careers, relationships, and businesses/organisations they work within/own.

As with the book, the outcomes are profound but more deeply integrated as a consequence of the 'steps' being 'taken on' through processes carried out during the workshop.

The Game of Life & Success – Steps to Self Mastery & Happiness - Talk

Participants will receive an overview of the sixteen 'steps' featured in the book by the same title, a high level overview of the process to take on the 'steps', as well as the benefits (self-mastery and therefore the likelihood of drawing to them that which they desire {within reason}) of taking on the 'steps' as a way of being.

"The Game of Life & Success – The Steps to Self Mastery & Happiness" (Book)

The book presents insightful and focused life-altering 'steps' to bring about profound personal transformation and, as a consequence, the accomplishment of your chosen future desired state, realistic dreams and goals.

Living these 'steps' will have a direct influence on your thinking and consequently empower you to manifest the life and relationships you want, as well as enable you to bring about a highly successful career/business/organisation.

The book taps into ancient wisdom dating back thousands of years and this is intertwined with current success principles as well as 'modern' knowledge gained through researching the connection between thoughts and outcomes. This knowledge is now widely accepted and the principles are used successfully in business and all aspects of life.

The Happiness Now workshop

Steve Krummeck (company owner & lead coach) is the only person in South Africa who has developed and runs a workshop to train individuals and groups on how to be happy / happier AND the benefits of being happy as detailed below.

The Happiness Now workshop in question utilises processes (amongst others as detailed in my book, *"The Game of Life & Success – Steps to Self Mastery & Happiness"*) that were developed by an international expert who holds a PHD in happiness. The workshop enables individuals to be happy / happier and to feel good on an ongoing basis.

Benefits of Happiness

People who are happy or become happy/happier through this programme tend to be more effective, be more cooperative, are pro-social and charitable, are more likely to enjoy superior work outcomes (Greater Creativity, Increased Productivity, Higher Quality of Work, and earn Higher Incomes), are more likely to have a stronger immune system, are more likely to live longer, are more likely to be more emotionally healthy, are more likely to enjoy larger social rewards (More likely to marry, Less likely to become divorced, More likely to have more friends, More likely to enjoy stronger social support, More likely to enjoy richer social interactions), are more likely to be more active, have greater energy and flow, and are more likely to exhibit greater self-control and coping abilities.

Recent studies are revealing an important reason why happiness is so important to us all. A growing body of research is demonstrating that as we become happier, the quality of our lives improves dramatically and in general we become better people. As we become happier we become more compassionate, more creative, more energetic, more financially successful, more emotionally and physically healthy, and more effective and productive in the work place.

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In 1980, the New Zealand team of Lichter, Haye and Kammann conducted their own happiness-increase experiments using different strategies, and in 1983, Dr. Fordyce replicated and refined his initial study. These three classic papers showed that individuals could be taught to increase their happiness (an average of 25 percent) through training lasting only a few weeks.

Happiness Assessments

Two European assessments are used to determine how happy / unhappy individuals are, as well as how good or bad individuals are feeling. The outcomes of these assessments' highlight individuals who are not happy / could be happier, those who feel bad as opposed to good, and therefore those individuals who should go on our Happiness Now workshop. Scientific evidence shows that individuals who attend happiness workshops such as ours, enjoy the benefits outlined above.

"The Happiness Now" – Talk

This one and a half hour talk assists participants understand what happiness is, what 'Being' happy entails, what the benefits of being happy in one's life, relationships, career, AND organisation are, and how to become and STAY happy, to be in a 'state' of 'Being' happy. The talk gives participants steps and tools to be happy, increase their levels of happiness, and enjoy the benefits of Being happy / happier.

Values Journeys

Implementation of **values journey** initiatives where appropriate business / organisation values and associated behaviours are implemented within businesses / organisations. This included effective implementation strategies, rollout plans and actions, supporting mechanisms, and values and associated behaviours reporting systems. All the foregoing is designed to implement effective, value adding, sustainable values journey interventions within businesses / organisations.

Ethics Consulting

Consulting within organisations to introduce leading edge, unique Total Ethics Management Programmes and ethics strategies and interventions, through tailor-made workshops and other identified interventions. Successes achieved in this regard include fraud awareness interventions (within a leading financial institution) falling directly under my control, which interventions resulted in between 90 and 100% of fraud being prevented as a direct result of our teams fraud awareness programme.

This was achieved through the following (amongst other's) being included in the financial institution, throughout the group: -

Monthly e-mail communications (including urgent warning e-mails re latest fraud trends), video's, computer based training, performance agreements relating to fraud awareness and fraud prevention signed by every staff member, audit processes, compliance requirements, corporate governance requirements, employee appointment letters, training programmes, electronically monitored and measured fraud awareness champions, culture change programmes, ongoing presentations, group-wide ethics thermometer surveys, culture and values programmes, case studies and associated prevention tips, non-compliance to fraud awareness tracking and reporting, group wide tracking of fraud awareness results on related training, pre and post workshop tests tracked and reported on, high risk area fraud awareness presentations, loss prevention incentive scheme, fraud awareness intranet site, data casting, product and or service effectiveness surveys, and awareness brochures/calendars/mouse pads/stickers, tips and hints in in-house magazines.