



PROFESSIONAL COACHING

INDIVIDUAL AND GROUP

Helping you reach your Potential





Coaching dedicated to positive, long-term, measurable change

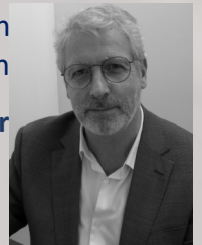
ILIC CONSULTING was founded in 1977 in Paris by Malcolm McCallum, a Scotsman with a passion for training. From the outset, Malcolm's focus was on helping businesses increase their **effectiveness** and **performance** as well as **transitioning** in change. We have always worked in close partnership with our clients to gain in-depth knowledge of their unique needs to co-develop the appropriate action plans. This approach has also enabled us to foster longstanding relationships as many of clients have worked with us since the 1970s and 1980s.

In 2014, David Spiers, founder of AMBOS Business Associates, took over the running of ILIC and continued to develop the ILIC programmes, adding new modules such as cross-cultural management, assertive communication, and global diversity and inclusion. Most recently, David recognised the need for professional coaching to partner our training sessions. From launch, these have been a real success with our clients.

We believe strongly that it is by doing that people learn. Our training and coaching programmes are developed to give our clients simple, easy-to-use, repeatable skill sets which will empower them in their personal and professional lives.

We value people above all else and put them at the heart of all our training courses. We embrace change and adapt our courses to make sure that the needs of our client remain constantly relevant and that our programmes continue to help people in rapidly changing business environment.

David Spiers, Managing Director



Gerdi Serrer - Lead Coach

Canadian/German, professional coach (ICF member), psychology graduate and Director of Corporate Programmes, Gerdi supports people development and performance using a dynamic, challenging and respectful approach.

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NUMBER OF PARTICIPANTS

6 -10 people



WHO IS COACHING FOR?

Executives, managers, experts who want to maximize their personal and professional potential



LEVEL OF ENGLISH REQUIRED

B2 minimum (CERL)

HOW WE OPERATE

As members of ICF (International Coaches Federation), we adhere to this vision of coaching : a process based on personal development, self-esteem and relational communication.

ILIC supports its clients in their professional and personal development as well as in revealing and optimizing their natural talents, while respecting the fundamental values of integrity, excellence and collaboration.

As coaches, we have a responsibility to:

- *Provide time and space for our clients to work on their issues in all confidentiality*
- *Consider our clients as an expert on their situation*
- *Explore, clarify and align the coaching to client's / organisation's needs*
- *Encourage our client to use their creativity and internal resources*
- *Foster self-discovery through a creative, thought provoking process*
- *Facilitate the emergence of solutions and strategies as discovered by our client*
- *Hold our client accountable for finding their own solutions while respecting their difficulties*
- *Activate change, autonomy and resilience through a change of perspective*

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A PROFESSIONAL COACHING PROJECT

CONTEXT – following the merger of two medium-sized companies, a certain number of issues were emerging : an internal audit highlighted the existence of competition between teams leading to reduced margins, retention of information and a lack of performance; management issues relating to trust and clarity of vision.

OBJECTIVE – to create a unique company culture with a clear business vision.

THE COACHING APPROACH – a general meeting to bring together the 10 managers of the group involved in the project with the aim of producing a contract to be validated by all parties (managers, HR, coach) defining the stakes, the challenges and the objectives.

INDIVIDUAL COACHING - for the General Manager and for two of the managers identified as having specific issues to deal with.

GROUP COACHING - for the management group including the General Manager. A 2-day session per month over a 3-month period to promote self-awareness, group awareness and the new vision for the company ; to build new modes of communication and group interaction ; to co-define the project and the contributions of each of the actors to reach the strategic objectives of the company.

COACHING TOOLS – Neuroscience, Constructivism, Cognitivism, Emotional Intelligence, Systemic approach... : a full range of tools adapted to the specific needs of the group are used throughout the process to help the entire group fully exploit individual and group potentials.

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DIFFERENT KINDS OF COACHING

WHO IS IT FOR?

Professional Coaching is applicable and adaptable to:

Coaching focused on the development of the **individual's potential**: increasing motivation, building confidence and credibility, job transitioning, high potentials, managing stress, decisions making...



Coaching focused on **interpersonal skills**: improving relationships with colleagues, team members, management, clients, emotional intelligence...

Coaching focused on **management of team interaction**: increasing team effectiveness, dealing with conflict and competition, building new teams...

Coaching focused on **executives**: dealing with dimensions of strategy, business development, leadership posture, inclusion, organisational complexity...



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COACHING PRICES

INDIVIDUAL PRICE – Upon request

or

GROUP PRICE – Upon request

-maximum 10 participants

*Our Coaching are held at our offices or at our clients' offices in Paris.
Requests for Coaching outside of the Paris region are welcome. Travel and accommodation for courses outside of the larger Paris area are not included in the Course price and will be subject to location.*



9 rue Ganneron, 75018 PARIS



+33 1 40 06 03 73



info@ilic-formation.com

CYNTHIA PARIZOT

Office manager, bilingual French/English, Cynthia is available to help you with all the organisation and coordination of the coaching sessions. She has been the centralising force, advising and assisting our clients for over 10 years, making sure you get the best results from our programmes.