

## Testimonials – Learning Programmes Coaching Skills for Leaders

ID-LEARNINGPROGRAMMESCOACHINGSKILLS20080301

### Structure

This document contains testimonials from participants from the various offerings of this category of learning programmes. (No names or identifying information is included.) It is also important to note that these comments come from a variety of programmes, and not just one design or event.

Of course, testimonials are almost always focused on the positive. If you are also interested in discussing the lessons learned from these programmes, please contact Noel Posus through the contact information at the end of the document.

### Feedback

After this course, on one hand I feel like I've received validation for what I've been doing for years, while on the other hand I realise how much more effective I could have been had I known about these coaching models. What an eye opener and I'm looking forward to the challenge of implementing these strategies.

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The productivity of my team has suddenly skyrocketed! I realise now as a result of this course and the coaching that I've received that I was actually holding my team back through my own behaviour and lack of delegating. Once I switched gears and began coaching my staff to achieve greater performance levels, they also started doing informal coaching amongst themselves. They took more responsibility than I thought was possible, and all this because I started asking questions instead of making statements!

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I've been struggling a long time to manage my team better and although I thought I was doing a lot of the right things, and I was, I was still missing the most important part of the puzzle, coaching. I'm grateful for the ongoing coaching I'm receiving as this really supports what I've learned in the course and how to apply it in a realistic and practical manner every day for myself and with my team. Excellent.

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One of the greatest areas of value I've received from the course and the follow-up coaching is that coaching itself is a leadership behaviour and not a task or a KPI. Although I have KPIs to meet about formalised regular coaching with my team, this course has helped me develop coaching as part of both my personal and professional style. I'm getting more of what I want, and am being more effective, in all parts of my life, not just my career.

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This has been bloody difficult, and worth it. I've had a lot of poor and ineffective habits to break and I didn't like having these become so glaringly obvious to me as they did in the course and even more so, in the coaching with Noel. But it has been worth it because now not only am I a much better leader, but I'm enjoying my role so much more and I'm no longer feeling exhausted or defeated. There's a lot more work to do, I know, but I like the direction things are moving. Keep on pushing me Noel. It's working.

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I look forward to my coaching session every month because I know I'm going to be challenged and supported well. It's going to be fun, interesting and I'm going to grow, as I do each and every time. Why didn't I get coached years ago? It is my goal to have the people I coach feel the same way about our sessions.

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## Contacts

To discuss your needs, please contact Noel Posus, Director and Master Coach for Incredible Awareness.

Noel Posus

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