

EXECUTIVE COACHING FACT SHEET



organisations THAT MATTER

GARY RYAN
www.orgsthatmatter.com

Approach

My gift is the ability to close the gap between theory and practice. I enable you to become clearer about how you see the world and what options really are available to you.

Improved performance is what matters. I help you become more effective as I support you on your ongoing learning journey. Like a martial arts master your journey to master leadership is never ending; despite having practised basic kata for many years, a martial arts master will be seen working on the most basic kata as part of their effort to master their craft. Leadership is very similar.

A significant aspect of my work with you is raising your awareness about your mental models. These are your theories about how you believe the world works. In most cases they are sub-conscious, yet they directly impact your behaviour and your performance. Your mental models will affect what you believe that you can and can't do, as well as what you believe the people around you can and can't do.

The main issue with your mental models is not whether they are right or wrong. The issue is whether or not they are useful. To assess a mental model's usefulness, you must first become aware of what it is. Then it can be assessed. If it is not useful, then you seek a more useful mental model and implement it.

Chris Argyris, the famed organisational behaviour researcher from Massachusetts Institute of Technology (MIT) says that, "Real learning only ever occurs when you change a mental model."



Structure

My coaching is bespoke. This means that it is structured according to your specific needs. That said, you are provided with access to my intellectual property which includes teaching you how to modify and implement a range of structured programs into your specific organisation. These include, but are not limited to:

- How to create and maintain high performing teams through Teams That Matter®
- How to create a maintain a culture based on service excellence through the OTM Service Strategy®
- How to cultivate Leadership That Matters®
- How to conduct Conversations That Matter® and OTM Strategic Conversations®
- How to ensure that you are living a balanced life through the Yes For Success Plan For Personal & Professional Success® program.

At the commencement of your program we will identify what is in and what is out of your program and how we will measure your progress, both quantitatively and qualitatively.

How often will we meet?

Clients generally book 10 sessions over a 12 month period. This can be modified according to your needs. The sessions can also be used in a variety of ways. For example, some clients will initially book three sessions once every fortnight to help them get started. They may then move to monthly sessions for the remainder of their seven sessions, including some longer periods between sessions to allow for annual leave, Christmas holidays etc.

Other clients book their sessions on a monthly basis.

Should an issue arise and you would benefit from immediate support, a session can easily be arranged.

How long are the sessions?

Sessions are up to 90 minutes duration.

Meeting modes

In person

These sessions will be conducted in person, generally at your office or at our premises at 350 Collins Street Melbourne. Some clients prefer to meet in cafes and this can also be arranged.

Online

An online tool called Zoom is used for my online sessions. This tool allows both of us to share our screens and also allows for the meeting to be recorded. The recording includes video and audio files and these will be shared with you via DropBox.

The recordings provide you with a significant resource that you do not receive from in person meetings. Providing a suitable internet service is available, these sessions can be conducted from anywhere in the world.

Combination

A combination of in person and online sessions can be arranged if that is your preference.

“Does my arrangement include working with my team or within my organisation?”

I regularly work with my client’s teams, departments or the whole organisation. This speeds up the implementation process of what you are being taught and enables you to be a participant rather than a facilitator.

Working with your team or within your organisation is outside the boundaries of our specific coaching relationship. Should you require me to facilitate workshops and/or programs for your team or organisation these activities will be quoted separately to your coaching services.



Support

You will receive access to email and telephone support (within reason). I understand that a quick email with a link to some important information, or a five minute telephone conversation can provide clarity that can make a big difference to your performance. This type of support is provided as part of your arrangement.

If, however, a telephone call is moving beyond 10 minutes then we will stop and check if you would like the call to be included as one of your sessions.

My Experience

Organisations That Matter was founded in February 2007. Since then I have been coaching senior executives in the following industries:

- Industrial services
- Education (primary and tertiary)
- Local Government
- Manufacturing
- Building & Construction
- Health & Fitness
- Hospitality
- Australian Football League

In addition to my coaching services, my consulting services have been provided to the following industries:

- Federal and state Government Departments and agencies
- Pharmaceutical
- Medical services (equipment)
- Communications
- Higher Education
- University Sport

Fees

Fees are based on the agreed value that we have established for your service. This will be measured by the agreed quantitative and qualitative measures and ensures that the value you receive far exceeds the fees that you are charged.



Testimonials

“Since working with Gary I have obtained a promotion into a senior role, received multiple pay-rises and bonuses and made huge progress in my personal life. With Gary’s advice, techniques and tools I have been able to leverage my talent to its full potential.”

David Allt-Graham, General Manager Residential, MAB Corp

“I have had the absolute pleasure of being mentored/coached by Gary Ryan in a new senior management role where I have been leading a high performance culture change program. The organisation that I inherited had been performing at a ‘good’ level which is why I engaged Gary’s support. Moving from ‘good’ to ‘great’ is often harder than moving from ‘bad’ to ‘good’. Through Gary’s wisdom, advice and ability to marry theory with reality I have been able to work with my team to set realistic and timely goals for our progress. I have been delighted with the progress we have made. All of which would not have been possible without Gary’s support.”

Frank Catalano, Principal GWPS (the school was ranked at the 60th percentile at the start of this journey and is now ranked in the 95th percentile).

“Since working with Gary I have started a new and exciting job which is extending my talents and helping me to expand my career options. Gary’s tools and techniques and his Yes For Success program have all been very helpful in enabling me to focus on the things that really matter, both professionally and personally. I am delighted with Gary’s mentorship and highly recommend him to any professional who wants to move to a higher level of performance.”

Barry McDonald, Account Manager – Victoria, The Fitness Generation

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