

COACHING PROFILE - CAROL WEBBER

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*"The real voyage of discovery consists not in seeking new landscapes,
but in having new eyes"* Marcel Proust

Individual and Team Coaching:

As a Meta-Coach, I have a strong belief in the potential of people and know that the best possible person to create and realise meaningful Change, is the person themselves. My role as a Coach and Facilitator is to challenge and support my clients on their Journey of Change and help them to be the best that they want to be in chosen areas of their lives. My understanding of peoples' limiting beliefs, behavioural patterns and communication systems, enables me to facilitate the processes of self awareness and personal growth. I enable Clients to identify realistic and measurable Outcomes for themselves. They then adopt those frames of mind and behaviours that are most resourceful in achieving these Outcomes.

In addition to my 7 years' Coaching experience, I draw on my 20+ years' experience in Executive and Management Search/Recruitment and Business and Change Consulting, to understand the business and career contexts and challenges of my clients. Most of my clients are in Executive and Management roles, either in large corporates or in service providers, to large corporates. As a Business Coach, I operate within an organisational "system" and therefore coach in a holistic manner, always with the intention of empowering and developing teams and departments of people that exist as stakeholders of my direct coachees. I have also coached and mentored a number of people in small to medium size organisations and NGO's/NPO's.

I structure individual and team Coaching programmes in a flexible manner to meet the unique needs of clients and where relevant, I integrate psychometric assessments, 360 degree evaluations and Meta-Program assessments into my coaching conversations.

I ensure that my clients follow a 3-pronged process of Awareness, Authentication (evaluating priorities) and Action. I facilitate my clients through this iterative cycle, ensuring that they utilise their newly acquired awareness on their strengths and areas for development, to define clear and practical personal and team development plans, as well as workable action plans that drive performance enhancement and on-going personal development. I attempt to empower my coachees to self-coach themselves way beyond the timeframe of their coaching programme.

In the case of all individual Coaching programmes, potential Coachees receive a 1-1,5 hour Introductory Coaching session from me (at no charge) to enable them to:

- Clearly define the Changes they would like to make in their lives
- Establish whether Coaching is the intervention most suitable for them (as opposed to consulting, mentoring, therapy and training) at a given point in time
- Evaluate the rapport created between Coach and potential Coachee
- Experience a demonstration of my Coaching approach
- Gain insight into the commitment required from them during a Coaching Programme
- Question my coaching philosophy, areas of expertise, programme logistics, fee structures, etc
- Identify an approach to setting well-formed Outcomes for a Coaching programme together with their Line Manager, if appropriate.

Relevant Experience:

- 7 years' individual and team Coaching of coachees of varying backgrounds and management roles from large Corporates, SME's and NGO's/NPO's (sectors include Banking, Insurance, Development Finance, IT, Recruitment, Logistics, Education, Pharmaceuticals, Professional Services and Public Sector)
- 8 years' Business Consulting in performance assessment and enhancement, involving developing, facilitating and providing team and individual feedback on competency based business scenarios across a wide range of industries (Financial Services, Telecommunications, FMCG, etc.) and business areas (finance, human resources, general management, information technology, marketing, sales, etc)
- 8 years' Career coaching to people from numerous organisations and industries as part of my Management Recruitment/ Executive Search engagements
- 11 years' Change Management and Business Consulting to a broad range of industries and organisations
- 8 years' exposure to a variety of individual and team Assessment tools including Myers Briggs, Belbin, EQi, Prevue, Enneagram, ID Compass, etc

Relevant Qualifications:

- ICF accredited Coach Supervision Training (Sandton Coaching Centre) - 2012/2013
- Advanced Ontological Coaching in Action Workshop (Alan Sieler, Newfield Institute) - 2013
- Ontological Coaching Workshop (Alan Sieler, Newfield Institute) - 2012
- Business Coaching Seminar Series (Marc Kahn, World Association of Business Coaches) - 2012
- Associate Certified Meta-Coach (ACMC) - (Institute of Neuro Semantics); 10-day training "bootcamp" completed twice (2007, 2010)
- Self-Actualising Leaders and Companies - (Institute of Neuro Semantics and People SA)

- Personal Mastery/Coaching Genius Training Course (INS Africa)
- Meta Neuro Semantics and NLP Training Course (INS Africa)
- Worldwork Process Work seminars (Dr Stephen Schuitevoerder)
- Introduction to the Enneagram (BizComm)
- Part 1 - Advanced Enneagram Studies (BizComm/Enneagram Institute)
- Prevue Personality Profiling/Career Mapping Training Course (Joint Prosperity)
- Change Management Training Courses (Accenture/Andersen Consulting)

Personal Details:

After completing a B.Sc. degree and a post-graduate diploma in Education at the University of Natal, I entered the business community in the design of technology-based learning. I soon realised that the enhancement of peoples' performance and the realisation of their true potential would be the focus of my career.

As a member of the Meta-Coaching community, I have participated as a Coach and Mentor on the Women In Finance Mentorship Programme. I attend monthly Coaching Supervision sessions with Executive Coach and Coach Supervisor, Joanne Searle. I also attend Continued Professional Development (CPD) sessions on a monthly basis for coaches, facilitators and trainers.

I am a member of and participate in the activities of the Meta-Coaching Foundation (MCF), the International Coach Federation (ICF) and Coaches and Mentors of South Africa (COMENSA).

As a trained coach Supervisor, I offer my services to other coaches, on both an individual and team basis, to assist them with the on-going professional development and personal well-being that is required of coaches with active coaching practices.

From time to time, I mentor new coaches to attain the coaching competencies that are required by their specific coach training programmes.

I allocate approximately 5% of my coaching time to pro bono coaching projects involving young graduates, ex-prisoners, NGO's/NPO's and the like.