

Re: Tina Dulieu: Business and Executive Coaching: Coaching Dynamics

It is vital that employees are engaged with all aspects of the business as this is perhaps the most critical success factor of any organisation. This can only be achieved if everyone in the business benefits from positive leadership which enables them to carry out their work including exercising their judgement confidently. Additionally, it is important to ensure that leadership is consistent throughout the business.

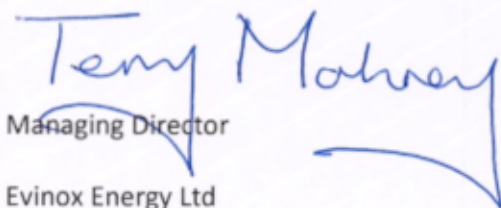
At Evinox Energy Ltd we concluded that these two aims could be achieved through a programme of training of the senior managers and directors.

Having been introduced to Tina Dulieu and discussed her work with her, it was clear Tina could carry out this training for us and as a result she started working with Evinox in December 2018. Her proposal was to present management and leadership training in a series of 12 modules consisting of one day of training per month during the course of 2019.

The modules covering the whole spectrum of management including personality profiling, effective communication, delegation skills, time management, conflict handling and customer service. Tina is always conscious of the bespoke needs of our organisation and the people that she is training. As a result, she tailors each module to our specific requirements based on what she has learnt as a result of delivering the training to us up to that point. In addition to group work, she has also conducted one-to-one discussions with specific managers on a voluntary basis.

Finally, we realised that the training managers were receiving could also benefit the people they are responsible for. In response, Tina tailored each module and delivered the training to all the team members that their managers had benefited from earlier in the day or during the course of the day before. The material that Tina uses is contemporary and when combined with her flexible adaptable style it has an impact and relevance from which we have all thoroughly benefited, both individually and collectively.

Terry Mahoney

A handwritten signature in blue ink that reads "Terry Mahoney". The signature is fluid and cursive, with a long horizontal stroke at the end.

Managing Director
Evinox Energy Ltd