



Business MENTORING & COACHING

Keep doing what you have always done and get what you have already have OR move to the next level, consider new possibilities, think differently, replace old habits, CHANGE.

A Mentor or a Coach?

Although the terms are used interchangeably, Business Mentoring and Business Coaching are not the same.

A **Business Mentor** is your personal sounding board. They ask the question “why?” They ask why your business exists, why you get out of bed in the morning, what is your purpose? They consider your ideas and plans through the lens of their own business experience and willingly share their skills and know how with you. The Mentor helps you to focus and consider your business from a different point of view. The Mentor offers support and challenges your thinking. They are ideas people and very good listeners. The relationship with a Mentor is often long term, on-going and always trusting.

A **Business Coach** knows “how”. They are an expert in your type of business and are often engaged to assist with specific problems or projects. They are goal oriented and focused. They work with you to generate solutions and outcomes. While you may use the same coach repeatedly they tend to exit after each project or challenge is complete. The relationship with the Coach is generally shorter term and more outcome oriented

In order to achieve the best return on the time and dollars invested in mentoring and coaching, there are a range of issues to consider.

Answering “yes” to any of the following would tend to indicate you need a Coach –

- ~ Is there a specific goal to achieve?
- ~ Is the service I need action oriented?
- ~ Does the support I need focus on a gap between current and optimal?
- ~ Does my challenge have results that can be measured?
- ~ If the challenge is behavioural is there a specific time frame associated with achieving the outcomes?

Answering “yes” to any of the following would tend to indicate you need a Mentor –

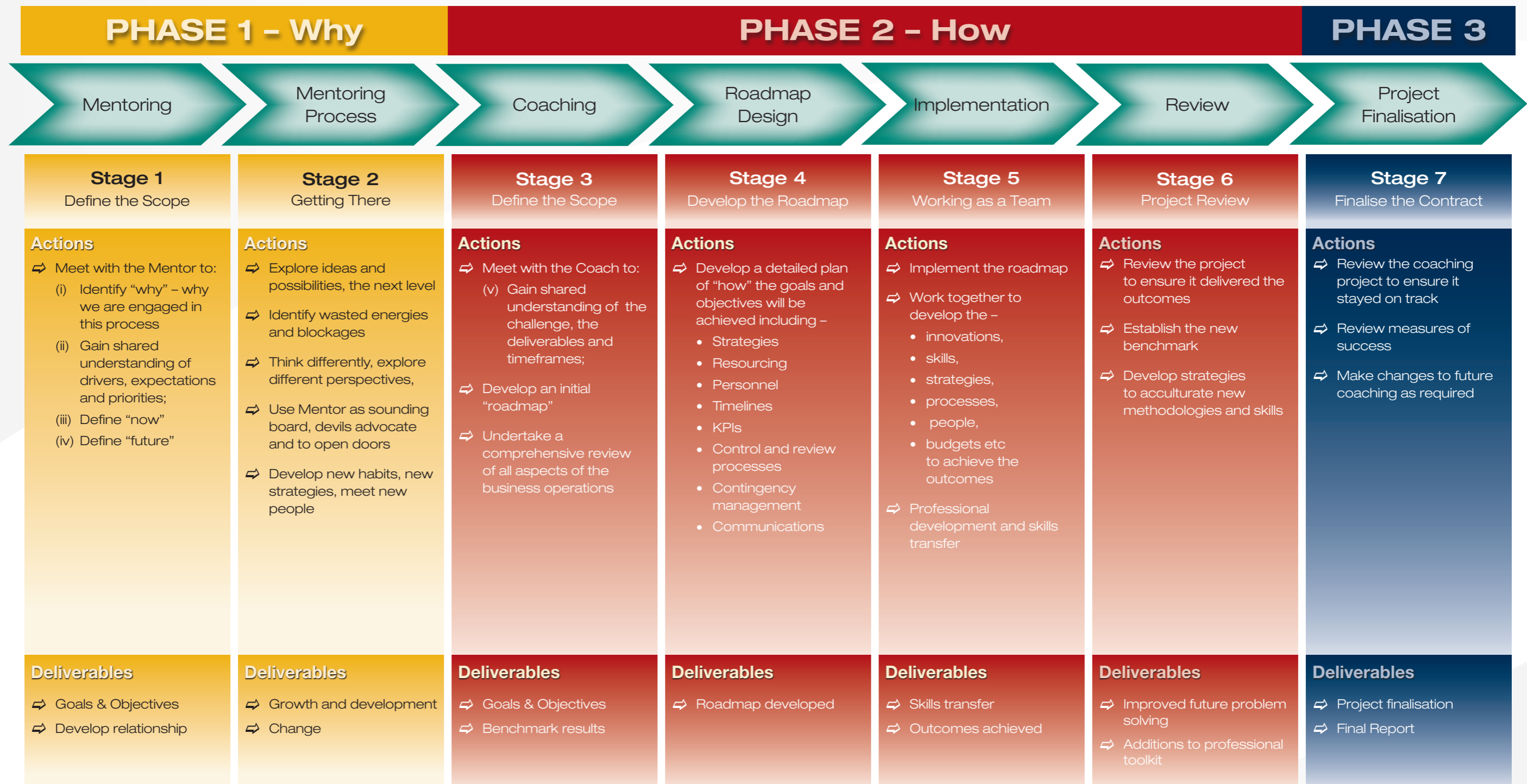
- ~ Is the service I need more reflective?
- ~ Are the results more subjective and difficult to measure?
- ~ Does the support I need require insight or professional growth over time?
- ~ Do I need to talk, problem solve or bounce ideas around?
- ~ Is my challenge “long term” or “big picture”?

Why choose Gibsons mentoring and coaching

The Gibsons brand is well recognised for excellence in business coaching; applying the talent of senior, experienced coaches to solve our client’s business challenges. In the coaching role the focus is “working on the business”. In the mentoring or coaching roles the focus changes to “working with the individual”. A team of mature, experienced mentors and coaches work with the individual to identify their specific needs and provide both the mentoring or coaching they need. Every mentoring or coaching match is customised to the business. The size and diversity of the Gibsons team ensures the fit works.

The Gibsons model focuses on providing support in small, individualised increments based on developing a strong relationship with both the individual and the organisation. We ask questions that assist the client to develop their own strategies by creating a different perspective. We ask questions that take the client out of their technical framework of “doing” to a strategic framework of “planning”.

BUSINESS MENTORING AND COACHING – Just because!



CHANGE MANAGEMENT CULTURE, SYSTEMS, COMPETENCIES, GROWTH.

How does it work?

As the client, you drive the process, the time, the location and the type of contact. You tell us what you want to achieve and for whom. Gibsons will find the coach who is the best fit to meet your needs. Throughout the relationship the rest of the Gibsons team are all there to assist in whatever you need. You can call in these additional Gibsons coaches at any time.

What you won't get

- ~ Gibson's won't give you an off the shelf solution.
- ~ We won't give you an “on-line only” service.
- ~ We won't limit your choice of Mentor or Coach.
- ~ We won't be “unavailable”.



Training Specialists

Derek Bremer B IT – Consultant

Derek has a diverse range of skills and experience in practical management including 27 years in the IT Industry both in Australia and overseas. His management roles have included technical, sales and marketing roles as well as general management and executive positions. Derek has owned and operated his own businesses in the high volume retail goods, fast food and hospitality sectors. His considerable management and technical knowledge enable him to offer practical advice and real solutions leading to sustainable and innovative outcomes for his clients.

Derek has assisted and advised a large number of Queensland businesses to maximise their potential and work towards delivering real business growth and sustainability.

Lesley Brumley MBA, MA(Laws) – Senior Consultant

Lesley specialises in bringing fresh thinking to businesses that sense that something needs to be done.

She has the ability to look to the future, to identify opportunities and to develop business strategies to take advantage of those opportunities. She has an MBA and MA (Laws) and had a long career in both the public and private sectors before becoming a coach in 1990.

Lesley has experience running an RTO and is a director of Gibsons Training. She is a mentor and coach to a broad range of executives and managers. She specialises in building long term relationships, coaching managers to analyse problems from a systems failure perspective instead of people perspective, building organisational capacity in organisations of all sizes, fields of endeavour, and client bases, developing tools for supervisors and managers to utilise to improve their effectiveness to suit their skills, knowledge and attributes and facilitating the development of skills in seeing 'the big picture' and formulating a vision of the future and strategies to engage staff to imagine that future.

Hazel Condon B Education & Training – Consultant

Over the last 20+ years Hazel's professional career has included permanent and coaching positions in strategic, analytical and development business roles, specialising in organisational change to implement strategic initiatives and project management, plus education disciplines through training & mentoring, within various large and medium scale private organisations and government departments. Hazel has also managed conferences and events Australia wide, running her own event management company.

This experience has given Hazel further relevant background into understanding first hand the importance of benefits realisation through business planning and strategies, including developing business plans, business 'health checks' and marketing briefs for clients in a wide range of industries. Client focused, she has developed and implemented process reengineering, training, communication, resourcing and role redesign, and customer engagement, including progressing business adoption and implementation of new ICT programs.

Paul Dignam Grad Dip Mgt, Dip Civil Engineering – Director

Paul specialises in developing business strategy. He has a great ability to cut through the detail to get to the key issues. He has engineering and business management qualifications and had a long career in industrial marketing and general management before becoming a coach in 2004.

He has worked in a range of industries including fibreglass, aluminium, engineering products, building products and industrial batteries which allows him to quickly connect with most businesses.

Eric Fenn M Org Psych, MBA – Senior Consultant

Eric has worked as a management and organisation coach for some 20 years. He has worked with a number of large organisations through to many, many small to medium companies engaged in manufacturing, the services sector, mining, and the sugar industry to name a few.

Eric specialises in the HR area including change management, organisational reviews and audits, cultural change, training and development, skills audits, leadership coaching, and so on.

He has experience in negotiations and mediation and has been engaged by the construction industry as a mediator. Previous work in HR has included

working with organisations to develop their EBA's (including negotiations with union representatives).

Eric enjoys working within organisations to help develop the potential of their workforce and so help drive outstanding results for the company.

Ron Kemp B Comm – Consultant

Ron has over the course of his professional career worked in a variety of industries mainly service based such as IT, Food Service, Logistics, Fire Protection, and Engineering. Initially the roles were accounting in nature, but by the mid 80's, Ron had moved into operational roles, which in turn led to senior management positions. The senior positions held ranged from State Manager, General Manager, and Chief Executive Officer in international organisations, Australian public companies and privately owned businesses.

During the last six years Ron has worked principally with private business owners across a variety of businesses and industries to identify critical issues affecting the business and developed strategies and solutions to address those issues. More importantly he worked within the businesses to implement the strategies and work with key stakeholders to achieve the desired results.

Ron has a proven ability to re-engineer and develop businesses by being service orientated and having built and lead teams to achieve strategic and operational objectives.

Doug Lukin – Consultant

Doug has a wide commercial experience across all business disciplines spanning in excess of 35 years. He has successfully led teams, small and large through that time.

The majority of his career has been spent in the Supply Chain and Logistics field of international shipping, boosted by a successful contract with the Visy/Pratt Group as Global Supply Chain Director in Australasia and the USA. He has also consulted to a number of major transport and logistics organizations on business strategies, improvements and acquisitions. He enjoys building teams and businesses and can operate effectively in a group situation. He has travelled extensively and had wide exposure to the international business world and enjoys cross-cultural interactions.

Stephen Ross ASCPA, B Acct – Director

Steve is a director of Gibsons Consulting and Marketing Services, a leading provider of coaching services to public and private sector enterprises across Queensland for over 35 years.

Prior to joining Gibsons, Steve acted in a variety of senior commercial and general management roles over his professional career principally within the manufacturing sector. Over the last 11 years Steve has been working as a business coach providing strategic, marketing and human resource assistance to small to medium enterprises across Queensland. Steve has successfully consulted across a range of industries including manufacturing, mining services, construction and environmental management.

Steve has three passions in life – his family, his clients and helping those less fortunate than himself, particularly children.

Nev Williams Dip Mgt, Cert Elect Eng – Consultant

Nev specialises in general and change management. His passion lies in analysing current company operations, developing strategies and refining systems and procedures, while always seeking to further improve performance through all areas of the business. He has a trade background, engineering and business management qualifications and entered coaching in 2006 to further his career in delivering general management process and performance.

He has managed companies engaged in general and specialist electrical and mechanical engineering, structural steel, metal and products manufacturing, building and construction. Industry sectors have included, petro-chemical, water and waste management, food production, commercial and domestic construction, high volume parts manufacturing, building products and tyres. This experience and diversity enables him to rapidly identify the critical issues facing most business through their development to provide practical, solid and sustainable outcomes.

