

Executive Coaching and Mentoring



Benefits of Coaching

Executive Coaching is a proven way to develop individual, team, and organisational performance across industries.

A Metrix Global study found that executive coaching has a 788% return on investment (ROI) based on factors including increases in productivity and employee retention.

Source: The ROI of Executive Coaching, American University Washington

International Coaching Federation

Benefits of executive coaching:



70%
Increase in
Individual Performance



50%
Increase in
Team Performance



48%
Increase in
Organizational Performance

- Goal attainment
- Clearer communication
- Higher satisfaction
- Better conversations
- Improved collaboration
- Enhanced work performance
- Increase in revenue
- Increase in employee retention
- Customers as advocates

Executive Coaching and Mentoring

Executive Coaching provides business managers with an opportunity to develop their resilience, decision-making, coaching skills, stress management, collaboration, leading change, motivation confidence and leadership capabilities. We draw on the field of neuroscience to provide evidence-based strategies to support mindset, learning and change.

Executive coaching is weekly, fortnightly or monthly and it is conducted in person or virtually.

Group Coaching and Mentoring

EnHansen Performance provides group executive coaching to transform

- managers into leaders
- technical specialists into influencers
- learn and share with peer managers

Group coaching 1hr per fortnight plus online bite-sized modules over 3 months

Assessments and Profiles:

- Emotional Intelligence assessment
- PRISM Brain Mapping assessment
- DiSC Profiling
- Manager to Leader, Technical Specialist to Influencer assessment

Coaching and Mentoring Team



Kristen Hansen

Accredited with the International Coach Federation
Masters in the Neuroscience of Leadership
Bachelor of Business
Over 2,000 hrs of Executive Coaching



Joanne Fisher



Kyllie Perrin



Niyi Borire



Sam Mead

Our executive coaching clients:



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Executive Coaching and Mentoring



Kristen Hansen also provided Executive Coaching for the five of us in the Regional Leadership Team over 8 months. We benefited both personally and professionally and found the sessions both introspective for personal growth and cohesive in ensuring the team worked better together with shared goals.

It worked so well we continued on for a second programme. We gained cohesion as a team and a common language to communicate better with one another and our teams.

Kristen was a strong advocate of each leaders' journey and the team's commitment to improving our region - she was engaging and a hard task master when required, but equally quick to support and mentor throughout the process.

I would advocate and recommend for Kristen to be engaged in other departments as well as other branches of TMR - she understands the leadership challenges of Government and the struggle between technical excellence and strong leadership skills".

Jessica Riddell,
Business Development Manager



"My executive coaching experience was an extremely valuable one. I was surprised at how useful it was for me in terms of developing my own self-awareness, increasing my confidence and being able to develop strategies for my ongoing professional development.

My coaching experience has made me aware of how valuable it is to make time for reflection, concentrate on positive aspects of my day, allow myself to feel proud of my achievements and actively seek feedback. These are all things that coaching has helped me develop and have become a normal part of my work."

Alexis Davison
Manager Special Projects, Metropolitan Operations



I was introduced to EnHansen Performance through a leadership course titled "NeuroLeadership TREAD: Neuroscience sheds light on how to lead more effectively".

As a senior manager, I was looking for a new way to engage with my staff, and through training & coaching I have been able to successfully adapt my style and move towards the use of 'thinking questions' to assist my staff arrive at solutions, rather than them being dependent on me to provide the answer.

Understanding the way in which others think, respond emotionally, or are motivated has enabled me to stay calm when confronted with staff conflict and has improved my ability to work with others and coach them to achieve. My leadership has significantly improved as a direct result of Kristen's coaching and utilising these strategies. My peers have commented on my confidence and calmness under pressure and the impact that has had on those working with me.

Rosemary Hegner Director | Health Emergency Management Unit, Office of the State HSFAC Sydney Ambulance Centre



"I thoroughly enjoyed our coaching together. Your focus on neuroscience became very logical for me to understand and apply in my everyday life, including personal and professional. Without knowing the science behind any of it I always felt it was a bit like "shooting in the dark".

I especially liked the neuroscience behind goal setting and have implemented this throughout my organisation that everyone should pursue on their own, including the "where I am now" versus "Where I want to be in 3 months' time out of 10".

Your coaching allowed me to coach others effectively, with the hope that they coached others also like a chain reaction. The books you recommended to read (David Rock's books for example) were also excellent, I've told many others about these books and very glad to have known they existed thanks to you. Many thanks for your guidance and coaching."

Phil Horner
General Manager



"I would highly recommend Kristen as a coach for anyone in a sales role no matter how experienced they are. She is very bubbly, attentive and adaptable to the needs of the individual and practices what she preaches. I personally have asked my Manager to set aside budget for me to work with Kristen again in the future.

I really enjoyed each session with. Kristen and get a lot out of them. One of the mantras she uses with me is that "people buy from people they like". I think in the past I thought that being the ideal rep was having all the knowledge and data to answer every question you were asked and worried that it would seem unprofessional to discuss anything outside of this.

She has given me a number of things to think about prior to, during and after each customer call. One example is to consciously ask about the customer (learn something about the family, weekend plans etc.) and actually listen to the answer.

This might sound silly but in the past I probably didn't actually listen carefully because I asked the question already pre-empting the product discussion to start! Thinking about voice modulation has also been important recently given that there is a lot of information to convey about product x in some calls. Reading of emotions and acknowledging them is also something I am working on."

Belinda Summerville
Area Business Manager



"Prism really helped me in understanding how my behaviours maps to my current role, it also helped me think about what roles would be relevant for me to focus on in the future which builds on my natural strengths"

Teresa O'Brien
HR Manager, Strategic Marketing

