



Give your mind a SPA DAY!

Co-Active Coaching: Unlocking your potential

More and more people are turning to coaching as a way of creating change in their lives and exploring options to achieve their goals and potential. Coaching forces us to find time for ourselves and to allow for reflection and self-appraisal, which is something we never have the time for.

The Power of Co-Active Coaching

Discover the transformative approach of Co-Active coaching, where the belief is centered on the profound notion that clients are inherently whole and equipped with the answers within themselves. In this paradigm, the coach's role is not that of a problem solver or an all-knowing expert on life; instead, it is to guide the client towards the realization of their own agenda.

Why Co-Active Coaching?

Many of us, despite our best intentions, often find ourselves sabotaging endeavours, ideas, and resolutions. We frequently hear sentiments such as, "I wish I had done x, y, or z. or "I would love to have gone to..." and "the stress of my job is killing me!" These unfulfilled desires, buried agendas, fears and anxieties are precisely what Co-Active coaching seeks to address.

Co-Active coaching is not confined to specific aspects of life, such as career, business, financials, or health. Instead, it embraces the entire spectrum of the client's life, recognizing and exploring the diverse facets of their individual agendas.

The Co-Active Coaching Process

The finest Co-Active coaches employ active listening and powerful questioning techniques to unveil the client's agenda. Acting as a mirror or sounding board, they enable clients to articulate and visualize their feelings, engaging all their senses. This holistic approach empowers clients to better self-manage their life agendas, breaking free from the patterns of self-sabotage and mediocrity, and allowing them to become the best version of themselves.

Should you require any assistance regarding coaching, kindly contact our coaches, Doug Armstrong at Doug.Armstrong@hrirconsultancy.com and Carol Hardijzer at Carol.Hardijzer@hrirconsultancy.com

Doug Armstrong
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BIOGRAPHY OF DOUG ARMSTRONG

Doug's 40 years of experience in HR includes that of HR Director and CEO of a recruitment and labour broking company. He has a broad knowledge of various industries, including pharmaceutical, property and facilities management, IT, FMCG, legal, engineering, mining and construction.

His experience includes representing employers in union negotiations, and at the CCMA in conciliations, arbitrations, disputes, and wage mediations. He has acted as convenor of post-strike engagements and return-to-work agreements, negotiating recognition agreements, implementing major labour restructuring exercises including retrenchments and outsourcing. In addition, he has extensive experience in employment contracts, policies, remuneration & benefits, performance management, training and development, HR strategy, transformation, talent management and staff acquisition. He has coached all levels of management and mentored young HR graduates.

EDUCATION

- B.A. (Social Science) – University of Witwatersrand
- MBL – Unisa (SBL)
- Certified Professional Co-active Coach (CPCC) – Coaches Training Institute - California





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BIOGRAPHY OF CAROL HARDIJZER

31 years' service as a qualified psychologist with a major South African financial institution in various people management roles including the role of Head of Human Resources within various business units before taking on the role as Head of Employee and Industrial Relations for the organisation.

Other than his deep experience in the field of industrial relations, which included investigations and initiating and chairing more complicated disciplinary enquiries, he gained experience in the fields of coaching, facilitating courageous conversations, conflict resolution, professional and ethical conduct in the workplace as well as employee wellness; and creating awareness around sexual (and other) harassments, using storytelling.

EDUCATION

- M.Com (Industrial Psychology) Unisa
 - B.Com (Hons) - University of Johannesburg
 - B.Com - Unisa
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