



Summit Business Coaching

"Enhancing Business Performance"

Summit Business Coaching

Is a consulting firm which provides bespoke coaching and training programmes. We work with business leaders to recognise individual and team potential with the objective of enhancing their performance levels.

We collaborate with each client to develop executives and managers to become the best they can be so that they realise future leadership potential which in turn enhances both team and organisation performance.

Roy Barry in his capacity as a Regional Director in the banking sector has over 30 years of experience in working with business owners and executives across the business spectrum. These include businesses sectors such as Manufacturing, Wholesale & Retail, Tourism & Leisure-Hotels, Marine and Property Development/Investment.

Our coaching programmes includes:

Strategic Business Reviews

Strategic planning in a business is used to set goals and objectives, focus and maximize available resources and ensure that all the stakeholders are working to achieve the organisational goals. Strategic management is a disciplined approach that shapes an organisation into the future.

Our business background and experience enables us to carry out strategic business reviews where we work with the management team to focus on the priorities for the business.

Our approach is to ensure that the outputs from the strategic review leads to the targeting of enhanced performance through the creation of bespoke 1 to 1 Coaching Sessions and Team Training Programmes.





Executive Development Programme

This coaching programme is designed for managers and leaders on a bespoke basis tailored to individual clients needs and the requirements of their business. At Summit “we believe not alone in facilitating coaching but also in following through to ensure sustainable change in performance”. Our Executive Development Programme is aligned with individual and organisational goals to ensure maximum return on investment for our clients. Accordingly we work closely with our clients to enable them to release their potential for example, in cases where the clients are being groomed for new roles or have been recently promoted into new challenging positions.

Tangible Benefits of Executive Development Programme include:

- **Creating more effective Managers and Leaders.**
- **Improved Customer Relationships.**
- **Creating Alignment with Organisational Change.**
- **Building Collaborative Relationships & Dynamic Teams.**

Challenge Coaching Programme-Strategic Planning

The ‘Challenge Coaching Programme’ (CCP) is a 1 to 1 review with SME owner managers of the business taking place on a monthly, bi-monthly or quarterly basis. The decision to launch CCP arose when it became obvious in discussions with business owners that many of them do not regularly report on their business performance to a Board of Directors as would be the case with larger size corporates. Many business owners had no tangible measure of their own performance and they felt that decisions relating to their business were being put on the long finger or were being avoided. CCP allows us to work with our clients to review the strategic performance of the organisation.

Our focus is to challenge you to:

- **Develop the management team.**
- **Identify the interferences that are preventing you from reaching your potential.**
- **Grow your business to its full potential.**



Summit Training

While at Summit we facilitate in 1 to 1 and group coaching, we also acknowledge that there are instances when group training can be utilised by a business. Accordingly we have devised a range of training courses (content broadly outlined) that can be adopted to the requirements of individual organisations:

Preparing & Managing Meetings:

- Purpose of Meeting.
- Planning & Preparing.
- Leaders Role.
- Ensuring Active Participation.
- Creating Relevant Agendas.
- Key Roles/Maintaining Buy-In.
- Feedback & Follow-Up.

Presentation Skills Programme:

- Managing Expectations.
- Taking Control of Emotions.
- Target Audience.
- Structure-The Tripod-Power of 3.
- Framing the Message- be Memorable.
- Holding Attention.
- Influencing-Setting Realistic Goals.
- Enhanced Listening Skills.
- Managing Objections & Questions/Closing.

Building Resilience Programme:

- Building coping mechanisms.
- Enhanced collaboration/Building relationship.
- Positive approach to work engagement.
- Deal with Stress.
- Achieve Work Life Balance.
- Building Self-Efficacy through Strengths Based approach.

Negotiation Skills Programme:

- Nine steps of Negotiation.
- Dealing with different personality types.
- Process of Negotiation: Investigating, Opening, Proposing, Bargaining & Closing.
- Negotiate or Litigate.
- How to deal with difficult individuals.
- Understanding Limits.
- Create Value from Conflict.
- Closing.





Organisational Performance-Measuring the What & How:

The Spring 2015 Chartered Institute of Personal Development reported that “employees want a performance management process that is: based on their individual, future-focused performance, looking not only at what they do but also how they do it”.

We all know that what gets measured gets done. However as leaders and managers it is difficult to control what you cannot measure.

Measuring performance in relation to “What” a colleague achieved in an organisations is certainly less challenging than measuring “How” the colleague completed the work. In other words what behaviours did they engage in to achieve the successful outcomes that can subsequently be identified and used across the organisation to enhance individual and team performance?

At Summit our “How” programme comprises two parts.

Part 1, looks at the interpersonal relationships within an organisation and how they are underpinned by psychological modelling.

Part 2, of the programme promotes the adoption of regular “Performance Enhancing Conversations” to promote and enhance the key behaviours that result in actions that ensure the successful outcomes for the individual and the organisation.

Roy Barry, M.A. Applied Psychology (Coaching Psychology)

Summit Business Coaching
“Enhancing Business Performance”
roy@summitbusinesscoaching.ie
www.summitbusinesscoaching.ie
+ 353 86 2606045

A member of:

