



Management coaching

Coaching, as practiced by the Matte Consulting Group's team of professionals, is the art of guiding the manager through a process of changes. Furthermore, we believe that real coaching is not in the acquisition of knowledge, but in the behavioral transformation of the individual.

Through his various interventions, the coach helps the individual to better understand his/her own behavior and its impact on his/her work environment. Over and above this understanding is an entire process of accountability by which managers develop their own solutions for problems at work.

Our professionals' expertise lies in their ability to recognize the motivations that drive managers so that they can gradually induce them to take the necessary action to achieve the established objectives.

Coaching therefore enables managers to understand themselves better and to achieve their potential by drawing from their personal resources.

It also promotes the development of better adapted communication, thus producing a professional impact that the manager would not have thought possible beforehand. More specifically, coaching helps managers:

- Manage change
- Improve their communication and influence
- Direct and motivate a team
- Develop better interpersonal skills
- Establish priorities and professional objectives to achieve their full potential

Matte Consulting Group's professionals favor a coaching model that is both systematic and personalized. The coaching process begins with a self-evaluation or an evaluation of potential that enables the manager and coach to properly identify the behaviors and competencies that require improvement.



This is followed by a series of interviews spread out over a predetermined period of time and a rigorous follow-up. At each meeting, the individual sets intermediate objectives that he/she agrees to meet and that will serve as benchmarks for measuring progress. When the final objective has been reached, the integration phase ensures that the new behaviors will be maintained.

In business, there is a constant quest for new productivity objectives on the part of managers. Coaching offers invaluable learning opportunities that will give managers the necessary perspective so that they can better align their activities with the company's strategic objectives.

What distinguishes Matte Consulting Group's coaching professionals:

- **Their professional ethics.** Confidentiality agreements are defined and respected.
- **Their authenticity and courage in their interventions.** While respecting the individuals, their feedback rouses and promotes them onward.
- **Their genuine interest in the person playing a management role.** This is an essential element in successful coaching.

Our methodology

- 1 Meeting with company executives. Collecting information on the designated individual and his/her environment.
- 2 Preliminary meeting with the individual. Validation of the following aspects: Are both parties comfortable working together? Does the individual want to change?
- 3 Evaluation using psychometric or self-assessment measures.
- 4 Identifying the priority competencies to be developed or the behaviors to be modified. Establishing a meeting schedule.
- 5 Analyzing critical work situations and establishing an action plan. Reviewing previous actions and feedback from the coach.
- 6 Evaluating the new work habits developed, and implementing maintenance strategies. Preparation in the management of workplace reactions.
- 7 Monitoring the progress and making certain adjustments, as necessary.
- 8 Assessing activities and the results obtained in relation to the objectives. Identifying other sources of development, as needed.