

Coaching for Performance

We all have our own ideas about how to define organizational performance.

It is probably one of the most difficult definitions to make.

From the point of view of the shareholder, the Share Price, P/E, EPS, ROCE, may be the main indicators for measuring performance. This view is different from the Stakeholder perspective, where more general aspects make up performance. In this latter case, sustainability may be the common denominator.

Sustainability is seen as an inter-relationship between Social, Economic and

Environmental factors.

It is self-evident that the dynamics of these three elements will dilute the more “hard” factors of performance commonly accepted under the Shareholder view. This is due to the multiple interests of the stakeholders.

So, how then can Leaders and Managers achieve Performance with two such polar views?

Again, some performance indicators are straightforward, and these will remain relevant as stand-alone values, however, more qualitative measures are on the rise.

Rightly so, organizations need to look for

the best possible compromise between short-term performance and long-term performance, since pressure for sustainable actions in leadership and management is also increasing.

Are the days of scientific management counted?

Are businesses ready to accept a more sustainable performance model?

The heat is on.



Career review 21st Century

Career management has become a strategic way of dealing with career dilemmas and professional uncertainties. For a Career progress to occur, we argue that the following factors be present:

favourable economies and a new economic model.

Today’s economic climate acts against “opportunistic” career moves.

Additionally, the mindset for a new economic model, that is “longer-

term thinking”, is far from being present and organisations continue to apply tactics such as linear annual profit assumptions and cost reduction programs.

Inevitably, this drives “hire and fire” the consequence being that organisations remain unfit for change. Aspirants should therefore acknowledge this and renew with resilience and develop career management skills.

Lifestyle choices

Choosing a lifestyle does not come easy and many fail to see the benefit of making such choices.

Lifestyle has a different meaning to different people. For some, it is materialistic wealth, for others, it is more about a well ‘balanced’ style of living.

Factors which influence our choices are: self-worth and perception of the world in general.

So, do you need to renew your lifestyle?

Special points of interest:

- Performance goals...
- Performance review...
- Shareholder value...
- Stakeholder value...
- Coaching - the way to achieve organizational responsiveness?
- Career management a must in the 21st century...
- Take charge of your life...
- **Nota bene:**

FA Consulting & Coaching signed official Partnership agreement with Swiss Association of Football Players (SAFP), offering career management, career coaching and training to their members!

Individual coaching - just a phone call away +4179 734 9886

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