

Reflective Coaching is Effective!



Kellie Mills

p. 02 4943 9686

kellie@millseaton.com.au

www.millseaton.com.au



Telephone based
coaching is also
available

You can not discover
new oceans unless
you have the courage
to lose sight of the
shore.
- Andre Gide

Communication and relationships form the bedrock of corporate life. However, many managers and staff are highly skilled technically, but struggle in this arena. Poor leadership and people skills reflect badly on the individual and the organisation they represent.

Why Reflective Coaching? Reflective Coaching was developed by Kellie Mills in response to requests by client organisations for a different approach to coaching. Kellie works with managers and staff on their people and leadership skills. She is more than just a sounding board or knowledgeable guide for the coachee. Instead, she holds a mirror up to their behaviour, attitudes, leadership and communication styles in a safe environment - this new perspective highlights the areas for development and helps create positive change.

Words that clients use to describe Kellie's style include:

- Reality check
- Practical
- Unique approach
- Unpretentious
- Flexible
- Insightful
- Positive
- Empathetic

"Kellie was extremely effective in bringing all the underlying issues to the surface for them to be addressed" - P.S., Parkes

Some of the coaching we do is 'Interventional' - meaning that there is a problem (often creating friction in the workplace) and we are asked to coach the person towards a resolution. Kellie is also a highly effective Leadership Coach. Her role in this case becomes a combination of trainer, coach and mentor applying her Reflective coaching style.

Kellie has provided coaching services for many organisations including Boeing Aircraft Company, Lawler Partners, Saywells, Forsyths - Armidale & Tamworth, Centennial Coal, Rutherford Group, Coffey Projects, NSW Department of Family & Community Services (ADHC), Peak Gold Mine, numerous city councils and other government and commercial organisations.

Tools Used Include: Belbin Team Role® Theory; Genos® Employee Motivation Assessment and Emotional Intelligence; Hay Group Influence Strategies Exercise.

"I was looking for assistance to grow my leadership and people skills, and found the leadership coaching with Kellie the most effective way to achieve the outcomes I was after. The ability to discuss real experiences, reflect on how they were handled and put in place solutions has led to me becoming an effective leader with the necessary tools to perform my role to the best of my ability. I would recommend the style of coaching that I have undertaken to anyone who is after effective and personal assistance." - Michael Randall, Manager, Lawler Partners

Mills-Eaton Training delivers In-House Training for medium-to-large organisations.

We specialise in Team Development (with expertise in dysfunctional teams), Leadership and Communication and practical Performance Management.

Mills-Eaton Training is a division of Mills-Eaton Communications.