

ZERO TO HERO COACHING & MENTORING PROGRAM

Our Zero to Hero program has been designed with two main aims:

Primary Aim – To lift the overall performance and results of the Rookie Recruit during their first year.

Secondary Aim – To help bridge the gap for people who have made the decision to pursue a career vs. just hold down a job.

We achieve these two aims by coaching them individually through success principles and mentoring them to identify opportunities to increase their performance and improve their results.

The Coaching and Mentoring sessions are conducted as follows:

- One hour – coaching sessions run within a one hour timeframe.
- Once per month – sessions are conducted every month for the first twelve months that the Rookie is in their new role.
- One-on-one – never group coaching, always a private session.
- Webex video – sessions are conducted via live Webex video, a platform similar to SKYPE.
- In the office online – each session is conducted at the office.

These sessions are booked in advance and are changeable with 48hrs notice. (Booked at least one month in advance)

Requirements:

- Computer
- Webcam
- Microphone
- Internet browser

Online Sessions

Conducting our coaching sessions online minimises the need for “time away” from the office whilst allowing us to provide this unique service at an affordable price for an entry-level team member.

The session is conducted using a similar framework to the one outlined below.

Rookie Coaching Session Framework

Initial 30 to 40mins

- Catch-up / “check-in”
- What has been happening in the past month at work
- Achievements over the past month
- How can you build on these?
- Challenges you may be facing
- Coach through challenges
- Relevant mentoring, if required, to drive personal accountability
- Review agreed actions from previous month

Next 20 to 30mins

- Introduce and discuss new module and principle
- Coach & individualise the content for the Rookie
- Discuss and agree on actions for coming month

We try and keep all sessions to one hour or less. If there is no long “check-in” required at the beginning of each session, the session might end within 45 mins.