



Monica Redden

About Us

Monica Redden Consultancy (MRC) specialises in facilitation, organisational development, strategic planning and consultation. We work with government and community organisations, and the private sector across Australia and internationally to help our clients:

- keep focused on their core business, and deliver creative outcomes
- develop plans that aim to exceed the expectations of their customers and stakeholders
- create the scaffolding that supports people to develop the capabilities they need to succeed.

One of our greatest strengths is our capacity to quickly distil the needs of our clients and to design and facilitate tailored processes to meet these needs. There is no oneway to do this work; our ability to come to a process with an open mind and neutral position ensures our clients have our full attention in determining how best to reach their desired outcomes.



Getting Started

Monica Redden Consultancy will work with you to set up **CoachingOurselves** to suit your business.

Generally the approach is based on small groups of managers meeting regularly and working together to improve themselves, their teams and their organisation.

CoachingOurselves provides learning materials developed by world renowned management & business thinkers, introducing management concepts and guiding the group discussion and activities.

CoachingOurselves is about the approach and the content. It is highly flexible and MRC will work with you to set-it up to suit your needs and interests.

Contact Monica Redden today!



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Changing the way management is practiced



Managers are core to business success.

CoachingOurselves focuses on strengthening the confidence and capacity of managers.

The **CoachingOurselves** approach to management development lies between the informal learning that should occur all the time and more formally structured training.



Monica Redden Consultancy

Australian Partner for **CoachingOurselves**

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Who Benefits

CoachingOurselves is suited to all kinds of organisations – small and large – Government, Corporate or Not-for-Profit.

The approach gets to the root of how people learn best and how organisations function.

It takes into consideration:

- busy managers – managers meet once a fortnight to discuss topics for 90 mins
- intellectual stimulation – world class thinkers are imported into the office via the topics
- action will result from the learning-each topic includes a reflection and action commitment
- collaboration and team work – individuals, teams and organisations benefit.

“I have become conscious of my management style on a daily basis:

Is my judgment the best?

Is there a different strategy?”

Yuichi Umehara, Manager Fujitsu SSL

How Does it Work?



CoachingOurselves has been developed on the principle of self-directed learning. Small groups of managers, without external facilitators meet every other week to focus on management topics.

Thoughtful reflection on natural experience, in the light of conceptual ideas, is the most powerful tool we have for management learning.

Henry Mintzberg, from Managers Not MBAs

“Our core organisational learning issue has always been how to make it ‘real’ and relevant to the specific individuals and specific organisational context of the participants. There’s no shortage of approaches that ‘do development to people’; we were looking for an approach to enable individuals to make their own development meaningful to them and benefit the organisation. In CoachingOurselves we found it.”

**Graham Barkus,
Head of Organ. Development
at Cathay Pacific Airways**

The Topics

CoachingOurselves topics are designed to drive discussion and reflection around managerial issues resulting in learning, development and change.

Over fifty **CoachingOurselves** topics are clustered into a variety of themes such as Basic Managing, Engaging People, Establishing Strategy and Venturing & Innovating.

Example Topics

Basic Managing	Engaging People	Driving Change	Establishing Strategy	Leadership
Dealing with the pressures of managing Management Styles: Art, Craft, Science The Play of Analysis	Managing to Lead High Performing Teams Talent Management Models of Human Behavior	Being a Catalytic Leader Two models of Change The Players of Cultural Change	Crafting Strategy Introducing Strategy through Robin Hood Strategic Thinking as Seeing Foresight	Visionary Management – The Art of Seeing First Control Thorough Decision Making Reflection