



COACHING PROFILE

BACKGROUND

My name is Jonell Hefer. I have more than **33 year's** extensive human resource and managerial experience and also successfully completed a **BTech: HRM** degree at Unisa. I am furthermore a **certified coach** from Results Coaching.

I am delivering Strategic HR interventions that varies from **Coaching, Leadership Development, Performance Improvement** through to the normal HR transactional activities, to enable the improvement of a client's performance and "bottom line" My passion is Coaching, Leadership development and Performance Improvement as I believe that every business can thrive in its operations through the effective and efficient management of their respective resources – **THEIR PEOPLE**. So if you are an employee or a manager, embarking on an intervention such as coaching, it will not only enhance your way of thinking but it will also propel your vision and strategic outputs.

PURPOSE

Optimal Talent Management was born in 2012 and I have assisted various companies in achieving not only organisational- but also personal goals. I am looking forward in being part of your next step in going beyond what you might have perceived as **limitations** and use them as **drivers**.

I am **passionate** about people and being a conduit to explore and enhance **potential** is why I became a coach. I am here for you, to realise your potential and to **inspire** you to explore your goals and dreams.

PROCESS AND DELIVERY

What I will offer you is a **professional service**, based on **integrity** and you can be assured of my utmost **confidentiality**.

The coaching process is challenging, but if you are fully committed, it will be a **life changing experience**. It usually takes approximately 1 hour per week for **12 weeks**. In the first session we will set 3 great goals. This will be your primary goals. They are really inspiring and are much bigger that what you will set for yourself. Most of the times it will be a combination of personal and or business goals.

The next session we will set **milestones** for each goal and decide on a plan. We will then work these **plans** for the following 10 weeks and develop insight dealing with the challenges. In the final session we will acknowledge and **celebrate** everything that you have **achieved** over the past few months. This process gives structure to coaching. Having a coach enables you to deal with bigger goals and challenges.

CLOSING

Finally, please be assured of my 100% **commitment** in you achieving your goals. These sessions will be all about you!



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