



safety through leadership

## Coach the Coach



An ageing workforce combined with a severe shortage of young skilled workers are creating a serious challenge for organisations worldwide.

At a time when skilled labour is already at a premium, organisations face the prospect of losing their top-end expertise due to retirement.

The situation is particularly severe in the oil and gas sector, which has been experiencing cyclical job shedding followed by intense recruitment.

It's a scenario in which effective skills and knowledge transfer are critical for organisations to operate at peak performance.

Older more experienced staff will be increasingly called on to provide this vital coaching and mentoring role.

EDN's Coach the Coach program ensures that they have the expertise and motivation to undertake that role.

### Developing in-house capability

EDN is a leader in the provision of specialist human resource development services for industry worldwide.

We work to develop holistic, integrated solutions for clients that are tailored to their specific business needs.

Our Coach the Coach program is designed to help organisations tackle the current skills shortage by developing an in-house capability for knowledge transfer. The program consists of:

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An intense Coach the Coach workshop to support nominated coaches.

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Follow-up courses to develop coaching plans for protégés.

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The establishment of a self-sustaining coaches network that supports further development of the program within an organisation.

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### Our approach

EDN's Coach the Coach program is far more than a basic training event.

It has been structured to inspire cultural change in an organisation so that coaching and mentoring become normal features of ongoing activities.

Because each organisation is different, the program objectives are not defined until after much deliberation. This ensures that the unique cultural norms and business goals of the organisation are taken into account, together with the aims and aspirations of the employees.

### Program objectives

EDN's Coach the Coach program is designed to provide organisations with:

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An established best-practice model for technical skills coaching.

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Experienced professionals who accept that coaching competencies are an integral part of their roles.

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A process of skills transfer to junior professionals in an empowered workplace environment.

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The fast-tracking of junior professionals to senior level positions.

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A self-sustaining group of professionals who can demonstrate the appropriate technical knowledge, skills and behaviours to meet business goals.

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## About EDN

EDN is a group of multi-disciplinary professional consultants currently undertaking projects for organisations throughout Australia, Asia, New Zealand, Europe, Africa and the United States.

Our company works with leaders, managers and staff to develop the discipline, innovation and flexibility to continually adapt and improve work processes so you become more competitive.

EDN has offices in Sydney and Adelaide, Australia; Houston, US; and Aberdeen, Scotland; however, our consultants work anywhere in the world.

We come to you to provide tailored solutions and build long-term partnerships to help you achieve your strategic and business goals.

Our other programs include:

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Strategic and Business Planning

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Leadership Development

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HSE Leadership Development

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Sustainable Change Management

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Achieving Sustainable Change in Safety Performance

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Getting Return from Job Safety Analysis

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Leading and Developing High Performance Work Teams

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Conducting Effective Safety Conversations

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These programs can either be fully implemented by EDN or provided as training solutions for companies to deliver their own courses.

## Further information:

### **Australia, Europe, Middle East, Asia, Africa**

Level 3, 170 Greenhill Road  
PARKSIDE  
SOUTH AUSTRALIA 5063  
Phone: +61 8 8301 1900  
Fax: +61 8 8373 0433

Ground Floor, 84 West Street  
NORTH SYDNEY  
NEW SOUTH WALES 2060  
Phone: +61 2 9919 7300  
Fax: +61 2 9919 7315

Level 1, 703 Murray Street  
WEST PERTH  
WESTERN AUSTRALIA 6005  
Phone: +61 8 9481 6899  
Fax: +61 8 9481 6833

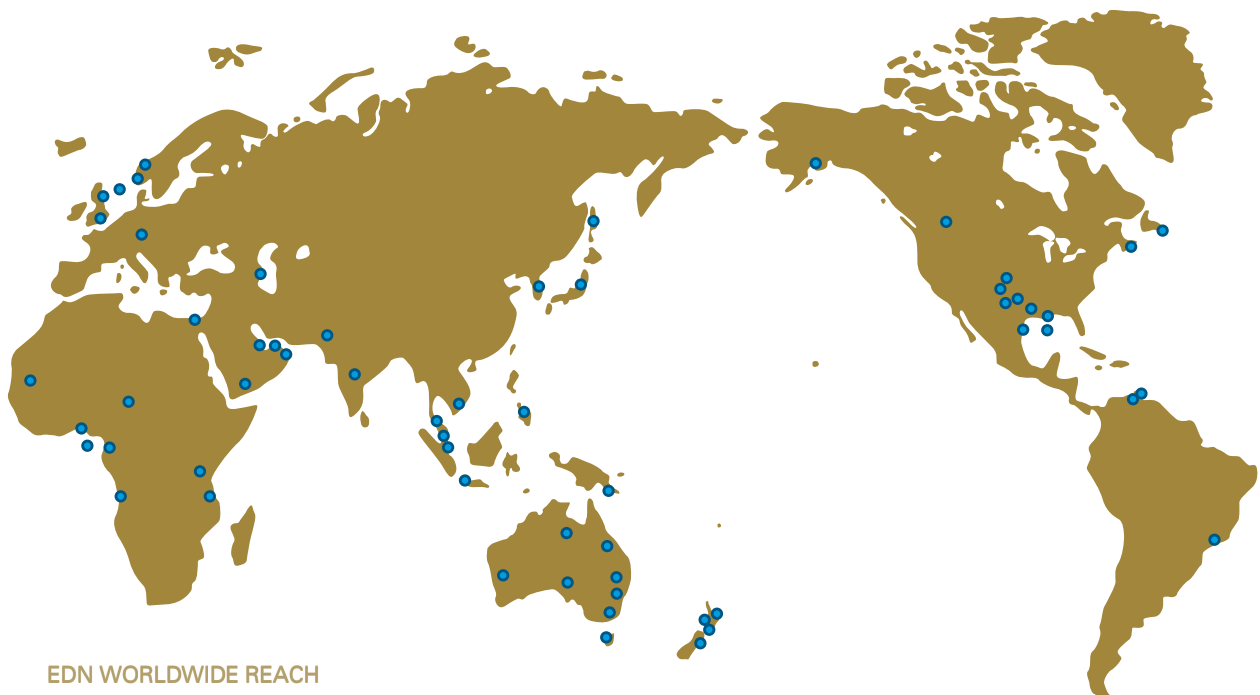
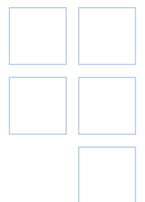
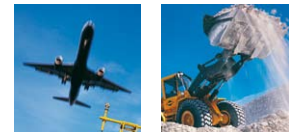
### **United States of America, Canada, Americas**

5847 San Felipe  
17th Floor  
HOUSTON  
TEXAS 77057  
Phone: +713 869 3690  
Fax: +713 869 3695

### **United Kingdom, Europe**

Suite 92, 73 Holburn Street  
ABERDEEN AB10 6DN  
Phone: +44 800 141 2545  
Fax: +44 1224 658 432

[edn@edn.com.au](mailto:edn@edn.com.au)  
[www.edn.com.au](http://www.edn.com.au)



EDN WORLDWIDE REACH