

It's all about **high performance** from **day one**... are you and your newly appointed executives **Job Ready?**

JRC



**JOB READY
COACHING**

Job Ready Coaching[®]

works by bringing everyone's attention to what needs to be in place in order for a new appointment to be truly successful from day one.

From market intelligence we know employees are highly motivated to engage with their new organisation before they officially start. Despite this, in 92% of cases, *Fields of Learning* found this period be undervalued as "transition" or "in between jobs" time.

At *Fields of Learning* we have proven that preparation for a great start to a new appointment by employer and employee can be more effective and engaging when the systematic approach of **JRC**[®] is deployed.

Leading organisations are now securing their investment in human capital by using **JRC**[®] to both prepare new arrivals and to open up to how their own organisation needs to adapt to allow new talent to prosper.

**Maximise potential
and minimise on
wasted time.**





“A genuine value added step in bringing effective talent into our company”

Safe, Reflection Time.

“With the **JRC**® safe time with my coach, I was able to reflect on what I needed to do to be more effective in my new role. The independent professional support allowed me to be ready from day one and it forced me to reflect and consolidate my personal learnings from the old job. They enabled me to focus on what I could change to deliver a improvement in performance in my new company, it was liberating”

Effective Quickly.

“Previously I found hires spending the first six months struggling to fit in and “get us” as an outfit. The **JRC**® coach seems to fast track them into the role and they start to deliver effective results in a shorter period. The coaches forced us think about what we were going to do to make this one work too!”

Quick Rapport.

“You know what it’s like, typically the first three months are a honeymoon. Having gone through the **JRC**® process, I felt my new company and I could have a frank, honest and productive dialogue from the outset”.

Job Ready Coaching®

is about both sides being ready and having properly considered what needs to change to make this fresh new partnership highly effective. We have devised a unique methodology encapsulated in **JRC**® that supports both the organisation and the new executive to deliver effective performance without the typical lengthy bedding in period.

JRC® Prepares and challenges the organisation to create an environment for success

JRC® Focuses the successful candidate on the outcomes of their new role before they start

JRC® Helps to reflect on past performances and bring new strengths to the table

JRC® Appointees are prepared, emotionally ready, and know they are valued through investment in this specialised coaching.

JRC® Delivers immediate benefits for both parties

The professional and independent nature of alignment between both parties ensures that the significant time and capital investment made to recruit this person is secured in the otherwise often wasteful on-boarding and honeymoon periods.

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