

Behavioural Awareness Coaching

Barrington Centre's Behavioural Awareness Coaching is widely recognised as the most effective way to address inappropriate workplace behaviour such as aggression, bullying and harassment. Tailored in conjunction with an organisation's human resources department, our coaching programs target the growth and development needs for employees that focus on building respectful relationships, modelling core values, and providing skills to develop clear professional communication and accountability for successful team work.

Barrington's coaching targets specific behavioural skills integrated with performance targets and outcomes. We achieve this by establishing clear outcomes that:

- Encourage self-examination and self-development
- Model listening, communication and behaviour
- Provide feedback and empowers the employee with greater ownership
- Work towards both individual and organisational objectives
- Address patterns in team work that impact upon the employee and the organisation
- Identify and implement strategies to improve behavioural awareness skills

Barrington's coaching model provides a structured framework for development and serves to model more effective performance. It clarifies both the individual performance and the organisation's expectations for the employee, and supports a work culture in which employees remain motivated and invested.

Barrington Centre's Behavioural Awareness Coaching is an effective solution to those issues which undermine workplace morale, resulting in increased confidence of both employees and management in the organisation's capacity to deal appropriately with such issues. It clearly demonstrates to staff that the organisation is committed to working toward solutions.

The Benefits

The benefits of Behavioural Awareness Coaching are twofold, impacting on both the employee's performance and the organisation as a whole.

Benefits for the Individual:

1. Identification of areas for development
2. Development of insight and awareness of behaviour modification
3. Provides training and the relevant resources that the employee needs to make behavioural change
4. Reinforces positive change
5. Improved job performance
6. Improved relationships both at work and at home

Benefits of the Organisation

1. Retention and development of a high performing team
2. Better client and team relationships
3. Improved employee morale and work culture
4. Mitigation of workplace stress
5. Provides evidence demonstrating fair process
6. A clear demonstration to employees of an organisation's investment in their staff

Our Team at Barrington

With our network of highly experienced Psychologists, Barrington is able to provide coaching services nation-wide. Barrington has provided coaching over the past 20 years in a variety of industries including government, legal, industrial, judicial, hospitality, manufacturing and transport.